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HUMAN RESOURCES MANAGEMENT

Composition of the Secretariat

Report of the Secretary-General

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ABBREVIATIONS

DAM	Department of Administration and Management
DDSMS	Department for Development Support and Management Services
DESIPA	Department for Economic and Social Information and Policy Analysis
DHA	Department of Humanitarian Affairs
DPCSD	Department for Policy Coordination and Sustainable Development
DPA	Department of Political Affairs
DPI	Department of Public Information
DPKO	Department of Peacekeeping Operations
ECA	Economic Commission for Africa
ECE	Economic Commission for Europe
ECLAC	Economic Commission for Latin America and the Caribbean
EOSG	Executive Office of the Secretary-General
ESCAP	Economic and Social Commission for Asia and the Pacific
ESCWA	Economic and Social Commission for Western Asia
FALD	Field Administration and Logistics Division
HC/CHR	Office of the United Nations High Commissioner/Centre for Human Rights
ICJ	International Court of Justice
ICSC	International Civil Service Commission
IMIS	Integrated Management Information System
INTORG	Inter-organizational bodies
	Joint Inspection Unit (JIU)
	Consultative Committee on Administrative Questions (CCAQ)
	International Computing Centre (ICC)
	Information Systems Coordination Committee (ISCC)
ITC	International Trade Centre UNCTAD/WTO
OCSS	Office of Conference and Support Services
OHRM	Office of Human Resources Management
OIOS	Office for Internal Oversight Services
OLA	Office of Legal Affairs
OPPBA	Office of Programme Planning, Budget and Accounts
OUSG	Office of the Under-Secretary-General
REGCOM	Regional Commissions Liaison Office
UNCC	United Nations Compensation Commission

UNCHS	United Nations Centre for Human Settlements
UNCTAD	United Nations Conference on Trade and Development
UNDCP	United Nations International Drug Control Programme
UNDP	United Nations Development Programme
UNEP	United Nations Environment Programme
UNFCCC	United Nations Framework Convention of Climate Change
UNFPA	United Nations Population Fund
UNHCR	Office of the United Nations High Commissioner for Refugees
UNICEF	United Nations Children's Fund
UNITAR	United Nations Institute for Training and Research
UNOG	United Nations Office at Geneva
UNON	United Nations Office at Nairobi
UNSCOM	United Nations Special Commission established by the Secretary-General pursuant to Security Council resolution 684 (1991)
UNOPS	United Nations Office for Project Services
UNOV	United Nations Office at Vienna
UNRWA	United Nations Relief and Works Agency for Palestine Refugees in the Near East
UNU	United Nations University

INTRODUCTION

1. The annual report of the Secretary-General on the composition of the Secretariat is submitted in accordance with a number of resolutions of the General Assembly, the most recent of which are resolutions 45/239 A of 21 December 1990, 47/226 of 30 April 1993, 49/222 of 23 December 1994 and 51/226 of 25 April 1997. The purpose of the report is to facilitate an assessment of the distribution of the staff of the United Nations Secretariat by nationality, sex, grade and type of appointment, in the light of the principles contained in the Charter of the United Nations and the guidelines set forth by the General Assembly.

2. The 1997 edition of the report has been given a new and broader content and is presented in a new format. This initiative responds to an often expressed need for more complete, global, detailed and comprehensive reporting on human resources issues in the United Nations Secretariat. The staff are essential for achieving the Organization's goals. To utilize this essential resource fully, it is necessary to have an understanding of its basic characteristics, as well as the trends of its evolution. These are valuable inputs in forecasting future staff supply and needs.

3. The report comes in two parts. Part one contains the traditional report on the composition of the Secretariat and focuses mainly on the situation of Secretariat staff subject to geographical distribution. Part two has been conceived as a standard human resources planning report and identifies the major characteristics of the Secretariat staff, as well as the trends and evolutions that might reasonably be expected.

4. Effective human resources planning identifies and analyses personnel demographics and characteristics, forecasts future needs and identifies ways to match an organization's needs with existing or future personnel supply. Effective human resources planning therefore looks for ways and means to use human talent in the best possible way. It determines present and future personnel profiles and identifies human resources strengths and weaknesses for the implementation of the Organization's strategy. The evaluation of human resources potentials is crucial for the Organization's future, as it facilitates projections of staff evolution and movements. Moreover, forecasting human resources needs and identifying personnel matches in a speedy and objective manner increases cost effectiveness.

5. Part two analyses the major demographic characteristics of Secretariat staff with respect to a number of standard human resources parameters, for example, distribution of staff by category and grade, nationality and gender spread, geographical distribution of staff, appointment type, staff age and length of service, as well as the number and type of recruitments, separations, turnover rates, etc. Each item presented contains a succinct analysis of the data, followed, where necessary, by observations related to the data findings. This snapshot of the staff (as at 30 June 1997) is complemented by the dynamics of staff movements (staff recruitments, separations and turnover rates, based on the analysis of human resources data over a standard 10-year reference period, 1987-1996). These overall statistics are part of the human resources planning

strategy, which is currently being implemented and which will be gradually expanded and improved, to include in future years human resources projections and forecasts. This 1997 format will be subject to change as both the range of data to report on and the Organization's capacity to present accurate projections continue to expand.

6. Since the data in the report relates to 30 June 1997, and in view of the timing of the report's production, the report will refer to the organizational units in effect on that date. The information is provided mainly in the statistical tables inserted throughout the text, as well as in those contained in annex I.

7. Information concerning female staff of the United Nations can also be found in the report of the Secretary-General on the improvement of the status of women in the Secretariat (A/52/408). A number of statistical tables contained in that report are also reproduced in the present report to facilitate the consideration of the representation of female staff on the basis of a single comprehensive report in accordance with the views expressed by Member States during the deliberations on the subject in the Third and Fifth Committees.

PART ONE

COMPOSITION OF THE SECRETARIAT

I. STAFF OF THE UNITED NATIONS

8. The authority of the Secretary-General to appoint staff derives from Article 101, paragraph 1, of the Charter of the United Nations, which states:

> "The staff shall be appointed by the Secretary-General under regulations established by the General Assembly."

9. There are a number of subsidiary organs of the United Nations that enjoy special status granted by the General Assembly concerning the appointment of their staff: United Nations Children's Fund (UNICEF), United Nations Development Programme (UNDP), Office of the United Nations High Commissioner for Refugees (UNHCR), United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA), United Nations University (UNU), secretariat of the International Civil Service Commission (ICSC), Registry of the International Court of Justice (ICJ) and International Trade Centre UNCTAD/WTO (ITC).

Total staff of the United Nations

10. The total number of staff of the United Nations as at 30 June 1997 was 33,487 (see fig. 1), of whom 14,136 were assigned to the Secretariat of the United Nations and 19,351 to the secretariats of United Nations subsidiary organs.

11. With regards to funding for the 14,136 staff assigned to the Secretariat, the 1996-1997 regular budget has authorized 10,012 posts. As at 30 June 1997, 8,605 (includes 94 posts of the United Nations Verification Mission in Guatemala) staff from the Secretariat and 402 staff from other organs were against those posts. The difference between the authorized and encumbered posts reflects General Assembly resolution 50/214 of 23 December 1995 on vacancy rates. Further details about the composition of the staff, source of funds, category and related information can be found in table A.

Principles governing the recruitment and employment of staff

12. The principles governing the recruitment and employment of staff are derived from Article 101, paragraph 3, of the Charter, which states:

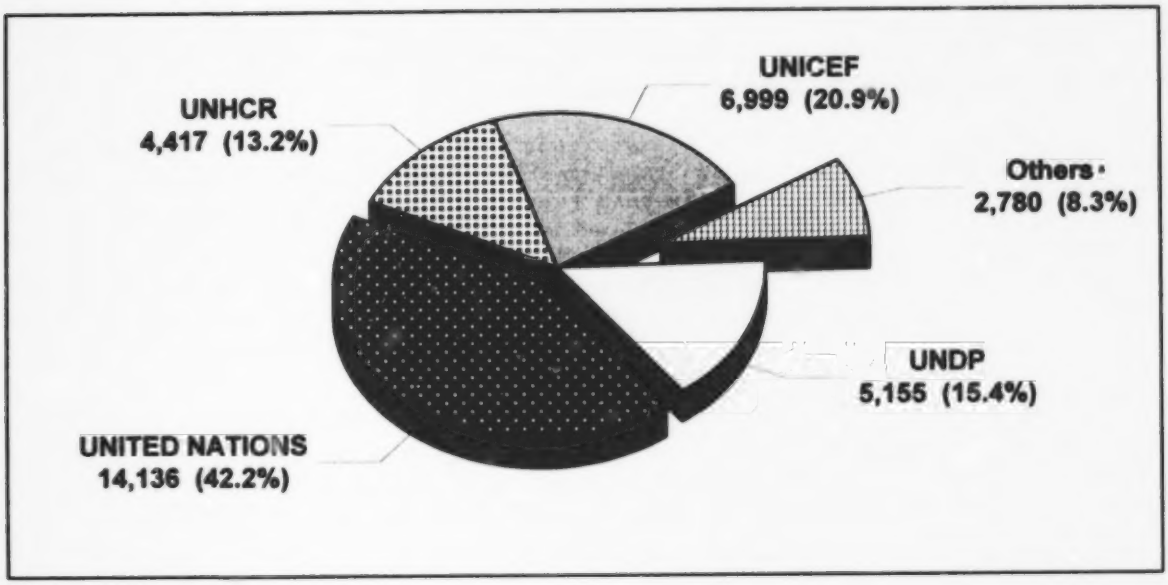
> "The paramount consideration in the employment of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence, and integrity. Due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible."

13. These principles apply to all the staff of the United Nations, including the staff of the secretariats of subsidiary organs with special status in matters of appointment (see para. 5 above).

Figure 1

STAFF OF THE UNITED NATIONS SECRETARIAT AND SUBSIDIARY ORGANS

(33,487 staff)



[a] Others include ICJ, 45; ICSC, 36; ITC, 228; UNFPA, 911; UNITAR, 26; UNOPS, 1,233; UNRWA, 178; and UNU, 123.

Table A

STAFF OF THE UNITED NATIONS SECRETARIAT AND OF THE SECRETARIATS OF OTHER UNITED NATIONS ORGANS BY CATEGORY AND SOURCE OF FUNDS AS AT 30 JUNE 1997

	Regular budget				Extrabudgetary resources				
Organization	Professional and above	Project personnel	General Service and others	Total	Professional and above	Project personnel	General Service and others	Total	Grand total
United Nations Secretariat	3 140	78	5 387	8 605	1 077	680	3 774	5 531[a]	14 136
UNDP	-	-	-	-	543[b]	493[c]	4 119[d]	5 155	5 155
UNFPA	-	-	-	-	172	16	723	911	911
UNHCR	82	1	145	228	574	684	2 931	4 189	4 417
UNICEF	-	-	-	-	2 358[d]	80	4 561	6 999	6 999
UNITAR	-	-	-	-	11	3	12	26	26
UNOPS[e]	-	-	-	-	59	153	1 021	1 233	1 233
UNRWA	82	-	10	92	85	-	1	86	178
ITC[f]	1	1	-	2	64	35	127	226	228
ICSC	13	-	22	35	-	-	1	1	36
ICJ	17	-	28	45	-	-	-	-	45
UNU	-	-	-	-	16	26	81	123	123
Total	3 335	80	5 592	9 007	4 959	2 170	17 351	24 480	33 487[g]

[a] Includes 17 Professionals and 83 General Service staff against revenue-producing accounts.

[b] Includes staff charged to UNDP core budget.

[c] Includes funds managed by UNDP and UNDP supplementary funds.

[d] Includes National and/or Field Service officers.

[e] Previously shown with UNDP.

[f] A number of posts in ITC are financed jointly by the United Nations from the regular budget and by WTO.

[g] This does not include 32 staff from the United Nations Framework Convention of Climate Change (UNFCCC).

II. STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION

14. A particular group of staff of the United Nations Secretariat is covered by a system of desirable ranges used as a guideline for estimating the comparative representation of the nationals of each Member State. This system has been established by the General Assembly on the basis of three factors: membership, contribution and population. The staff concerned are referred to as "staff subject to geographical distribution". The special characteristic of this group of staff, who currently number 2,461, is that they are directly appointed by the Secretary-General for at least one year to posts in the Professional category and above and that their appointment is not limited to service with a particular mission, office, fund or programme.

15. There are a number of staff members who are excluded from the system of desirable ranges. As mentioned in paragraph 5 above, the largest group is composed of staff who do not serve in the United Nations Secretariat but in the secretariats of subsidiary organs with special status in matters of appointment.

16. Within the Secretariat, the largest groups excluded besides peacekeeping staff are staff in posts with special language requirements, staff in the Field Service and the categories of locally recruited staff related to the General Service categories (such as Trades and Crafts, Security and Safety and Public Information Assistants). Other groups consist of staff specifically appointed for mission service; staff appointed for service limited to the United Nations Environment Programme (UNEP); to the United Nations Centre for Human Settlements (UNCHS) or for the United Nations International Drug Control Programme (UNDCP); staff appointed to posts financed on an inter-agency basis or posts financed by peacekeeping support account; technical cooperation project personnel; and National Officers serving at United Nations information centres.

17. Also excluded are staff with appointments for less than one year; staff on special leave without pay; staff on secondment to other agencies; and staff members who are permanent residents in the country of their duty station. Information on the numbers of these groups of staff can be found in annex I, table 1.

III. REPRESENTATION OF MEMBER STATES

18. The representation of Member States is assessed in conformity with the system of desirable ranges (see annex I, table 4). Member States fall into four categories, resulting from the comparison of their ranges with the number of their nationals in posts subject to geographical distribution: unrepresented; under-represented; within range; and over-represented.[1]

19. As at 30 June 1997, there were 25 unrepresented Member States, compared with 23 on 30 June 1996. They were: Andorra, Azerbaijan, Bosnia and Herzegovina, Brunei Darussalam, Democratic People's Republic of Korea, Kazakhstan, Kuwait, Kyrgyzstan, Lao People's Democratic Republic, Latvia, Liechtenstein, Maldives, Marshall Islands, Micronesia (Federated States of), Monaco, Mozambique, Palau, Republic of Moldova, San Marino, Sao Tome and Principe, Solomon Islands, Tajikistan, Turkmenistan, Uzbekistan and Vanuatu.

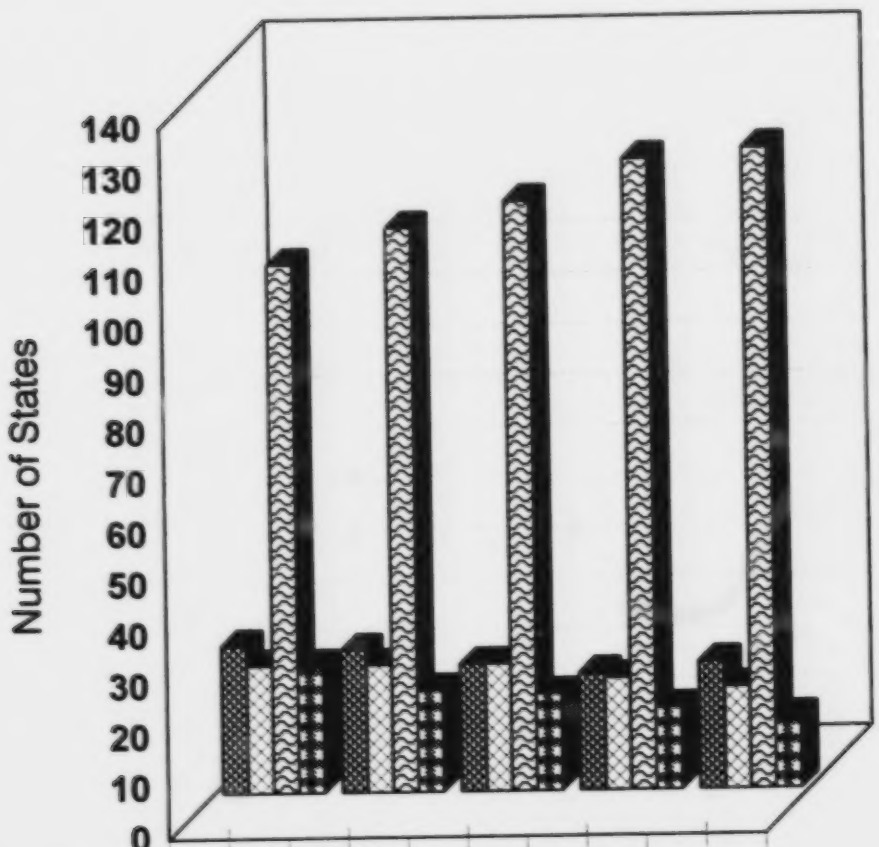
20. On 30 June 1997, there were 20 under-represented Member States, compared with 22 on 30 June 1996. They were: Albania, Angola, Bahrain, Belize, Comoros, Djibouti, Guinea-Bissau, Indonesia, Italy, Japan, Norway, Qatar, Samoa, Saudi Arabia, Slovenia, South Africa, Suriname, Swaziland, the former Yugoslav Republic of Macedonia and United Arab Emirates.

21. The changes in the representation of Member States may result not only from the appointments and separations from service of staff but also from such other factors as the adjustments of the desirable ranges resulting from an increase or decrease in the number of posts subject to geographical distribution, changes in the number of Member States and variations in the assessed contribution of individual Member States or in their population, as well as from changes in the status of some staff members (consequent upon such actions as movements between geographic and non-geographic posts, departures on secondment or special leave without pay, returns from secondment or special leave and changes of nationality).

22. The evolution in the comparative representation of Member States in geographic posts over the period from 30 June 1993 to 30 June 1997 is illustrated in figure 2.

Figure 2

REPRESENTATION OF MEMBER STATES



	6/93	6/94	6/95	6/96	6/97
Unrepresented	29	28	25	23	25
Underepresented	25	25	25	22	20
Within Range	104	111	116	124	126
Overrepresented	25	20	19	16	14

IV. GROUPINGS OF MEMBER STATES

23. In conformity with the request of the General Assembly in resolution 45/239 A, most of the tables contained in annex I to the present report are arranged first by country, in alphabetical order, and then by major geographical region. The composition of each region is shown in annex II.A to the report. Table B below shows the number of Member States in each geographical region arranged by degree of representation during the period from 1993 to 1997.

24. Information concerning the representation of developing and other countries is shown in table C below, which shows the situation during the five-year period from 1993 to 1997. In accordance with past practice, ad hoc desirable ranges for developing countries and other countries have been established by totalling the desirable ranges of all countries in each group.

25. The first column of table C indicates the group and the second column the year. The third and fourth columns show the combined desirable ranges and mid-point for each group. The fifth column shows the percentage of posts corresponding to the mid-point of each group. The remaining columns show the actual numbers and the percentage of posts encumbered by nationals of countries members of the group at various levels: all staff in the Professional category and above, staff at the D-1 level and above, staff at the D-2 level and above, and staff at the Assistant Secretary-General level and above. The figures in parentheses show the situation of female staff. In estimating the representation of each group, due account is taken of the actual percentage of posts encumbered by nationals of countries in the group as compared with the percentage established by reference to the mid-point of the group's ad hoc desirable range.

Table 8

NUMBER OF MEMBER STATES BY REGION AND DEGREE OF REPRESENTATION IN THE SECRETARIAT AS AT 30 JUNE 1993, 1994, 1995, 1996 AND 1997

Region	Year	Member States	Unrepresented	Under-represented	Within range	Over-represented
Africa	1993	53	3	6	36	8
	1994	53	4	5	36	8
	1995	53	3	7	36	7
	1996	53	1	6	43	3
	1997	53	2	6	43	3
Asia and the Pacific	1993	31	7	5	15	4
	1994	31	7	5	17	2
	1995	32	8	3	18	3
	1996	32	8	3	18	3
	1997	32	9	3	16	4
Eastern Europe	1993	27	14	6	6	1
	1994	27	12	6	8	1
	1995	27	10	5	11	1
	1996	27	9	4	13	1
	1997	27	9	3	13	1
Western Europe	1993	21	3	1	14	3
	1994	22	2	1	17	1
	1995	22	3	3	16	0
	1996	22	4	2	16	0
	1997	22	4	2	16	0
Latin America	1993	21	0	1	17	3
	1994	21	0	3	14	4
	1995	21	0	3	14	4
	1996	21	0	2	15	4
	1997	21	0	1	17	2
Middle East	1993	16	2	3	8	2
	1994	16	2	3	10	1
	1995	16	1	4	10	1
	1996	16	1	4	9	2
	1997	16	1	4	9	2
North America and the Caribbean	1993	14	0	2	9	3
	1994	14	0	2	9	3
	1995	14	0	0	11	3
	1996	14	0	1	10	3
	1997	14	0	1	11	2

Region	Year	Member States	Unrepresented	Under-represented	Within range	Over-represented
Others*	1993	2				
	1994	2				
	1995	2				
	1996	2				
	1997	2				
Total	1993	183 (100%)	29 (15.8%)	25 (13.7%)	104 (56.8%)	25 (13.7%)
	1994	184 (100%)	28 (15.2%)	25 (13.6%)	111 (60.3%)	20 (10.9%)
	1995	185 (100%)	25 (13.5%)	25 (13.5%)	116 (62.7%)	19 (10.3%)
	1996	185 (100%)	23 (11.9%)	22 (12.4%)	124 (67.0%)	16 (8.7%)
	1997	185 (100%)	25 (10.8%)	20 (10.8%)	126 (68.1%)	14 (7.6%)

* Non-member States.

Table C

DISTRIBUTION OF STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION AMONG DEVELOPING AND OTHER COUNTRIES FROM 1993 to 1997

(showing number of female staff in parentheses)

Group	Year	Combined desirable ranges	Group mid-point	Percentage	Number of staff	Percentage	Number at D-1 and above	Percentage	Number at D-2 and above	Percentage	Number at ASG and above	Percentage
Developing countries	1993	904-1 223	1 063.7	39.4	1 141 (322)	44.8 (40.4)	165 (14)	48.2	49 (4)	48.0	19 (1)	52.8
	1994	896-1 212	1 053.7	39.0	1 118 (332)	44.2 (40.2)	166 (17)	48.5	51 (6)	45.5	22 (2)	59.5
	1995	890-1 204	1 047.0	38.8	1 114 (356)	44.6 (41.7)	158 (20)	47.7	49 (5)	46.2	19 (2)	55.9
	1996	907-1 227	1 067.0	39.5	1 118 (366)	44.8 (41.6)	159 (21)	48.3	51 (5)	48.7	21 (1)	58.3
	1997	907-1 227	1 067.0	39.5	1 082 (369)	44.2 (41.1)	144 (22)	46.7	44 (4)	46.3	18 (1)	56.3
Other countries	1993	1 391-1 882	1 636.9	60.6	1 405 (475)	55.2 (59.6)	177 (29)	51.8	53 (9)	52.0	17 (3)	47.2
	1994	1 400-1 894	1 647.1	61.0	1 410 (493)	55.8 (59.8)	176 (34)	51.5	61 (12)	54.5	15 (2)	40.5
	1995	1 405-1 901	1 653.0	61.2	1 385 (498)	54.4 (58.3)	178 (36)	52.3	57 (12)	53.8	15 (2)	44.1
	1996	1 388-1 878	1 633.0	60.5	1 380 (513)	55.2 (58.4)	170 (38)	51.7	56 (11)	52.3	15 (1)	41.7
	1997	1 388-1 878	1 633.0	60.5	1 366 (529)	55.8 (58.9)	164 (40)	53.2	51 (11)	53.7	14 (2)	43.7
Total	1993	2 295-3 105	2 700.0	100.0	2 546 (797)	100.0 (100.0)	342 (43)	100.0	102 (13)	100.0	36 (4)	100.0
	1994	2 295-3 105	2 700.0	100.0	2 528 (826)	100.0 (100.0)	342 (51)	100.0	112 (18)	100.0	37 (4)	100.0
	1995	2 295-3 105	2 700.0	100.0	2 499 (854)	100.0 (100.0)	331 (56)	100.0	106 (18)	100.0	34 (4)	100.0
	1996	2 295-3 105	2 700.0	100.0	2 498 (879)	100.0 (100.0)	329 (59)	100.0	107 (16)	100.0	36 (2)	100.0
	1997	2 295-3 105	2 700.0	100.0	2 448 (898)	100.0 (100.0)	308 (62)	100.0	95 (15)	100.0	32 (3)	100.0

Source: World Economic and Social Survey, 1996 (ST/ESA/247 - United Nations publication, Sales No. E.96.II.C.1).

V. REPRESENTATION OF DEVELOPING AND OTHER COUNTRIES AMONG STAFF AT THE SENIOR LEVELS (PRINCIPAL OFFICER (D-1) LEVEL AND ABOVE)

26. In its resolution 45/239 A, the General Assembly requested the Secretary-General to take every available measure to ensure, at the senior and policy-formulating levels of the Secretariat, the equitable representation of Member States, in particular of developing countries and Member States with inadequate representation at those levels, in accordance with the relevant resolutions of the General Assembly, and to include relevant information in future reports on the composition of the Secretariat.

27. The representation of developing countries and other countries at the senior and policy-formulating levels during the period from 1993 to 1997 is shown in table C above. More detailed information on the representation of Member States at those and other levels can be found in table 4 of annex I to the present report.

Representation in the upper echelons (Assistant Secretary-General and Under-Secretary-General levels)

28. In the same resolution, the General Assembly requested the Secretary-General, in order to preserve the principles of equitable geographical distribution and rotation in the upper echelons of the Secretariat (Assistant Secretary-General and Under-Secretary-General levels), to ensure that equal opportunity is given to candidates of all Member States when making appointments to all posts in the upper echelons.

VI. REPRESENTATION OF FEMALE STAFF

29. In resolution 45/239 C, the General Assembly urged the Secretary-General, all things being equal and to the extent possible, to accord priority to the participation of women at the D-1 level and above with a view to increasing the participation rate of women in posts at the D-1 level and above to 25 per cent of the total within the overall participation rate of women in 35 per cent of posts subject to geographical distribution by 1995. Efforts made during the period from 1 July 1993 (43 female staff at D-1 level and above) to 30 June 1997 (62 female staff at D-1 level and above) led to an increase of 44.2 per cent in the representation of female staff at the D-1 level and above.

30. In the same resolution, the General Assembly reiterated its request that the Secretary-General make every effort to increase the representation of women from developing countries, in particular at the D-1 level and above.

31. The efforts to meet the requests of the General Assembly concerning female staff continue. As of 30 June 1997, the number of female staff subject to geographical distribution was 901, or 36.6 per cent as shown in table 3A of annex I, which also shows the distribution of male and female staff by region and level.

32. The evolution of the proportion of female staff subject to geographical distribution between 30 June 1993 - when it was 31.3 per cent - and 30 June 1997

is shown in table D below. That table also shows female staff for each region as percentages of all staff (table D.1) and as percentages of female staff only (table D.2).

33. The number and percentage of female staff subject to geographical distribution and with special language requirements on 30 June 1987 and on 30 June 1997 are shown in table E below. The percentage of female staff subject to geographical distribution has risen from 25.7 per cent to 36.6 per cent over the period. The percentage of female staff in language posts has increased from 33.1 per cent to 36.1 per cent over the same period.

Table D.1

FEMALE STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION AS A PERCENTAGE OF ALL STAFF FROM 30 JUNE 1993 TO 30 JUNE 1997

(by region of origin)

Region	1993	1994	1995	1996	1997
Africa	2.88	2.94	3.02	3.10	3.54
Asia and the Pacific	6.33	6.78	7.63	7.84	7.84
Eastern Europe	0.82	0.75	1.11	1.19	1.14
Western Europe	7.93	8.00	7.87	8.15	8.70
Latin America	3.03	3.10	3.22	3.10	3.09
Middle East	1.13	1.25	1.35	1.51	1.58
North America and the Caribbean	8.86	9.53	9.74	10.06	10.61
Others	0.27	0.20	0.12	0.12	0.12
Total	31.25	32.59	34.07	35.08	36.61
Increase (percentage points)	0.69	1.34	1.48	1.48	1.53
Total staff: 2 461			Total female staff: 901		

Table D.2

FEMALE STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION FROM 30 JUNE 1993 TO 30 JUNE 1997 AS A PERCENTAGE OF FEMALE STAFF ONLY

(by region of origin)

Region	1993	1994	1995	1996	1997
Africa	9.20	9.04	8.86	8.84	9.66
Asia and the Pacific	20.27	20.84	22.40	22.34	21.42
Eastern Europe	2.61	2.29	3.26	3.40	3.11
Western Europe	25.37	24.58	23.10	23.24	23.75
Latin America	9.70	9.52	9.45	8.84	8.44
Middle East	3.61	3.86	3.96	4.31	4.33
North America and the Caribbean	28.36	29.28	28.58	28.68	28.97
Others	0.87	0.60	0.35	0.34	0.33
Total	100.00	100.00	100.00	100.00	100.00
Total female staff	804	830	857	882	901

Table E

NUMBER AND PERCENTAGE OF FEMALE STAFF AS COMPARED TO TOTAL STAFF AT EACH LEVEL IN 1987 AND 1997 SUBJECT TO GEOGRAPHICAL DISTRIBUTION AND IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

	Geographical posts				Language posts*			
	1987		1997		1987		1997	
Level	Number of female staff	Percentage	Number of female staff	Percentage	Number of female staff	Percentage	Number of female staff	Percentage
USG	2	7.7	1	5.6	-	-	-	-
ASG	2	9.1	2	14.3	-	-	-	-
D-2	2	2.4	12	19.1	-	-	-	-
D-1	24	10.5	47	22.0	-	-	-	-
P-5	54	11.4	149	33.2	42	28.4	51	36.5
P-4	149	22.2	229	34.4	112	35.3	118	33.3
P-3	238	34.9	276	42.4	132	34.8	122	35.8
P-2	165	45.2	185	47.9	36	27.7	26	55.3
P-1	30	71.4	-	-	1	100.0	-	-
Total	666	25.7	901	36.6	323	33.1	317	36.1

* Language posts are from P-1 to P-5 only.

34. The number, sex, nationality and level of the staff appointed to geographical posts during the reporting period are shown in table 6 of annex I. Information on the appointment of male and female is also contained in table F below.

Table F

NUMBER OF APPOINTMENTS OF STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION BETWEEN 1 JULY 1996 AND 30 June 1997 BY SEX, INDICATING THE PERCENTAGE OF TOTAL APPOINTMENTS AND THE NUMBER OF NATIONALITIES APPOINTED AT EACH LEVEL

	Female			Male		
	Number of female staff appointed	Percentage of total appointments	Number of nationalities represented	Number of male staff appointed	Percentage of total appointments	Number of nationalities represented
USG	-	-	-	3	100.0	3
ASG	1	-	1	-	-	-
D-2	3	66.7	3	2	33.3	2
D-1	3	14.3	3	6	85.7	4
P-5	5	33.3	5	3	66.7	2
P-4	5	33.3	5	9	66.7	7
P-3	7	47.5	7	15	52.5	10
P-2	14	52.5	9	16	47.5	10
P-1	-	-	-	1	-	1
Total	38	49.9	24*	55	59.1	29*

* Appointments of staff of some nationalities have been made at more than one level.

VII. RECRUITMENT ACTIVITIES

Appointments of staff subject to geographical distribution during the period from 1 July 1996 to 30 June 1997

35. During the reporting period (1 July 1996-30 June 1997), 93 appointments were made to posts subject to geographical distribution.[2] Of these, 1 (1.1 per cent) were of nationals of unrepresented Member States; 15 (16.1 per cent) were of nationals of under-represented Member States; 66 (77.1 per cent) were of nationals of within-range Member States; and 11 (11.8 per cent), were of nationals of over-represented Member States.[3] Further details concerning the number and levels of those appointments can be found below and in table 6 of annex I to the present report.

National competitive examinations

36. Appointments to posts subject to geographical distribution during the reporting period included those of 26 candidates who were successful in national competitive examinations for posts at the P-2 and P-3 levels in previous years. Those appointments account for 28.0 per cent of all appointments to posts subject to geographical distribution during the reporting period. They included 10 females, representing 38.5 per cent of those appointments.

37. Five staff members (four female and one male) were retained against P-2 posts outside the context of national competitive examinations.

38. In 1997, competitive examinations for posts at the P-2 and P-3 levels were held in Belgium, Bolivia, Botswana, France, Germany, Guinea-Bissau, Honduras, Japan, Kyrgyzstan, the Republic of Korea, San Marino, South Africa, the former Yugoslav Republic of Macedonia and Uzbekistan. A number of successful candidates in these examinations are currently under recruitment.

Recruitment of female staff

39. Between 1 July 1996 and 30 June 1997, 38 female staff were appointed to posts under the system of desirable ranges, representing 40.9 per cent of the appointments made during the reporting period. Female staff from developing countries accounted for 14 appointments, that is to say, 36.8 per cent of the appointments of female staff during the reporting period.

PART TWO

HUMAN RESOURCES DEMOGRAPHICS

I. STAFF DEMOGRAPHICS AND TRENDS

40. Because of human resources planning requirements and for reasons of statistical soundness, part two of the report will extend beyond the traditional scope of staff subject to geographical distribution, who represent only a part (18 per cent) of the total United Nations Secretariat staff. The result of this is that all Secretariat staff holding an appointment of one year or more, irrespective of their source of funding, will be considered in the following analysis. The report's second part, including the presentation of human resources data Secretariat-wide (especially the snapshot of the staff situation as of 30 June 1997 and the projections for the period from 1997 to 2001), has been made possible through the increased application of the human resources data base from the Integrated Management Information System (IMIS). The present version of the report has a number of limitations and constraints, owing to the following reasons:

(a) Insufficient availability of human resources data (e.g., shortages in certain global data, owing, for example, to the absence of essential data on staff skills and competencies);

(b) Uneven human resources data quality (the process of data cleansing and rehabilitation, especially data of a historic nature, is still ongoing);

(c) Continuation of the global implementation of IMIS.

41. Work on these issues continues and will have an impact on future versions of the report. For the reasons set out above, four population groups have been defined for reporting purposes (staff situation on a worldwide basis and as at 30 June 1997):[4]

(a) Population No. 1: Secretariat personnel, irrespective of sources of funding, with appointments of one year or more under the 100 series of the Staff Rules, with the exclusion of mission appointees, field service staff, technical assistance personnel (200 series staff), staff on short-term appointments (300 series staff) and language teachers. The population's size is 11,337 staff members and it includes the following categories:

(i) Assistant Secretaries-General (ASG) and Under-Secretaries-General (USG);

(ii) The Director category, i.e., Principal Officers (D-1) and Directors (D-2);

(iii) The Professional category, i.e., Assistant, Associate, Second, First and Senior Officers (P-1 to P-5);

(iv) General Service personnel (G-1 to G-7) and related categories (Security Service and Trades and Crafts);

(b) Population No. 2: Secretariat staff, irrespective of sources of funding, holding a permanent appointment (breakdown of population No. 1, according to the type of appointment). The population's size is 6,223 staff members;

(c) Population No. 3: Secretariat staff, irrespective of sources of funding in the Professional category and above. The population's size is 4,280 staff members;

(d) Population No. 4: Secretariat staff subject to geographical distribution. The population's size is 2,461 staff members.

42. The quantitative and qualitative statistical breakdowns of staff presented below (distribution by category and grade, gender and nationality spreads, distribution by appointment type, by duty station location, age and length of service) are illustrations of basic human resources demographics.

A. Staff distribution by category and grade

Data analysis, situation as at 30 June 1997

43. The overall distribution by category and grade of active staff with appointments of one year or more (population No. 1 - 11,337) by source of funding is set out in table G below.

Table G (Population 11,337)

	Regular budget (RB)		Extrabudgetary (XB)		Total (RB+XB)	
Category	Number	Percentage	Number	Percentage	Number	Percentage
USG/ASG	34	0.4	13	0.4	47	0.4
Director	280	3.3	93	3.0	373	3.3
Professional	2 802	34.7	939	30.5	3 841	33.6
General Service and related	5 137	61.5	2 035	66.1	7 172	62.7
Total	8 353	100.0	3 080	100.0	11 337	100.0
Percentage	73.1		26.9		100.0	

44. Span of management ratios[5] between the different categories are as follows: 1:8 (Under-Secretary-General and Assistant Secretary-General versus Director), 1:10 (Director versus Professional), 1:1.8 (Professional versus General Service and related) categories and also 1:0.9 (P-4/P-5 versus G-6/G-7) (see fig. 3). The distinct accumulations of staff in the middle and high middle grades of Professional and General Service and related categories (staff in the P-3 and P-4 grades represent 66 per cent of all staff in the Professional category; similarly the G-4 and G-5 grades make up 54 per cent of all General Service and related categories staff) (see figs. 4 and 5) have implications for career development. Initial (entry) grades and top grades in the Professional and General Service and related categories are sparsely populated (only 15 per cent of staff is at the P-2 level and 17 per cent at the P-5 level; 5 per cent of all General Service and related categories staff is at the G-1/G-2 level and 8 per cent at the G-7 level).

Evolution

45. Staff on posts funded from regular budget sources decreased by 16 per cent over the last 11 years (from 10,235 people in 1987 to 8,605 in 1997).[6] In 1996 staff on posts financed from regular budget sources amounted to 62 per cent and from extrabudgetary resources to 38 per cent, compared with 73 per cent from the regular budget and 27 per cent from extrabudgetary resources in 1987. The increase by 567 in Professional staff in 1996 compared with 1987 is mainly a result of the rising numbers of Professional staff in peacekeeping missions. Staff in the General Service and related categories showed a decrease of 514 between 1987 and 1996 (from 7,526 staff to 7,012).

Observations

46. The diamond-shaped configuration of the staff by grade (a small top and small base combined with a large centre) in the Professional and General Service and related categories places limitations on staff career development.

47. The number of staff covered by regular budget sources decreased by 14.5 per cent between 1987 and 1996. The share of regular budget financial resources in support of staff dropped by 11 per cent over the same period.

48. The staff distribution by category and grade has not changed significantly over time, apart from the share of the Professional category, which went up by 13 per cent compared with its 1987 number, and this mainly since 1992 (a larger number of peacekeeping operations).

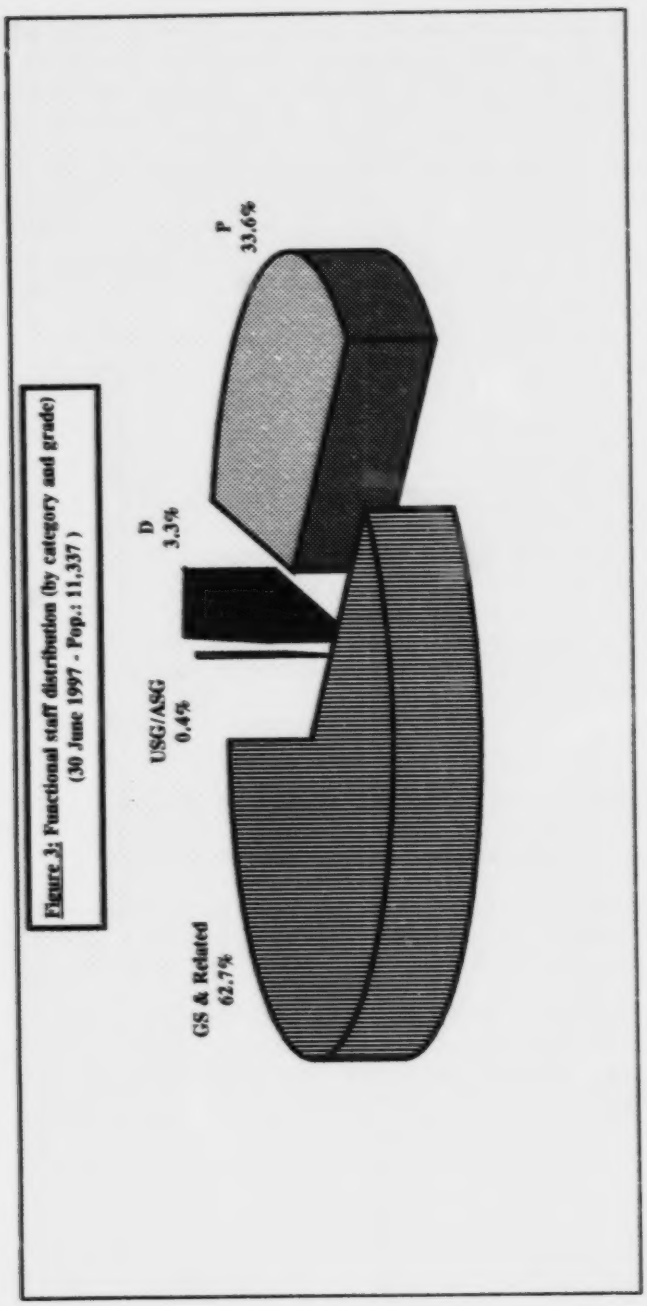


Figure 3: Functional staff distribution (by category and grade)
(30 June 1997 - Pop.: 11,337)
P
33.6%
D
3.3%
USG/ASG
0.4%
GS & Related
62.7%

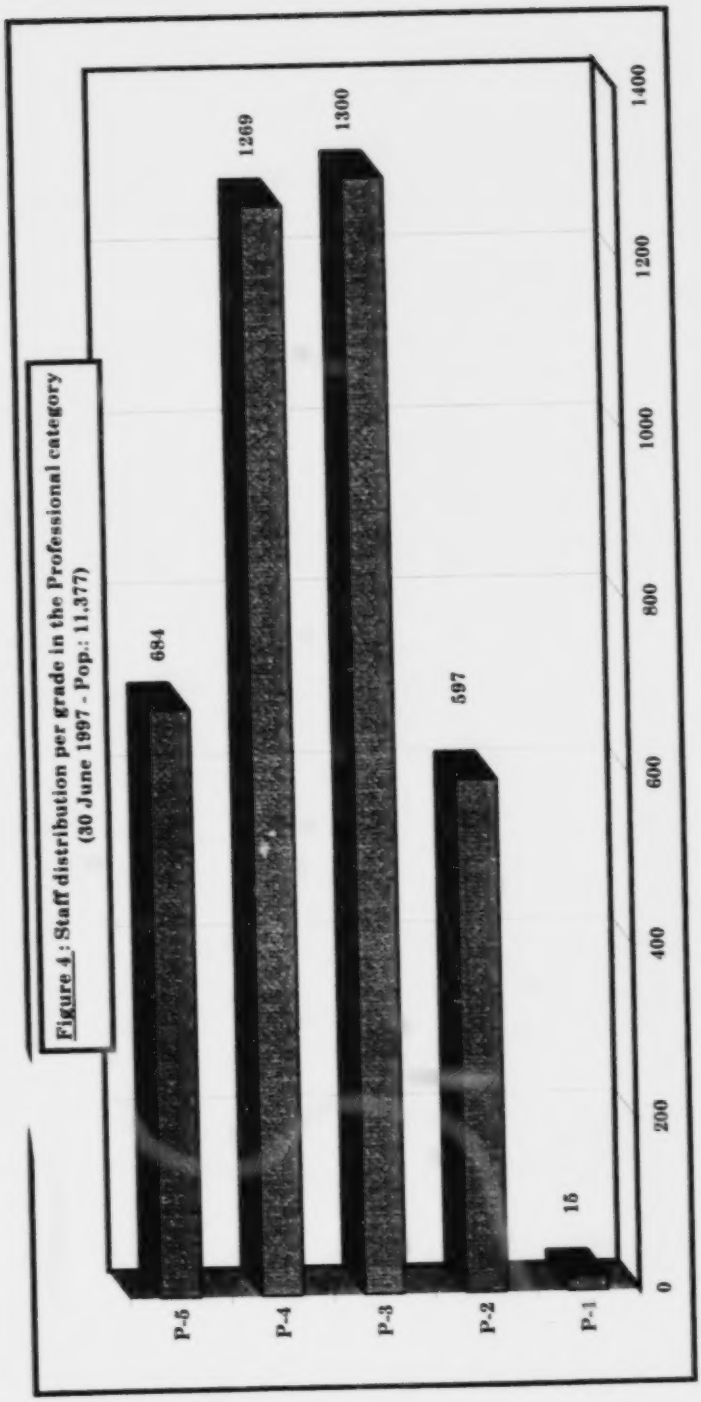


Figure 4 : Staff distribution per grade in the Professional category
(30 June 1997 - Pop.: 11,377)
684
1269
1300
597
15
P-5
P-4
P-3
P-2
P-1
0
200
400
600
800
1000
1200
1400

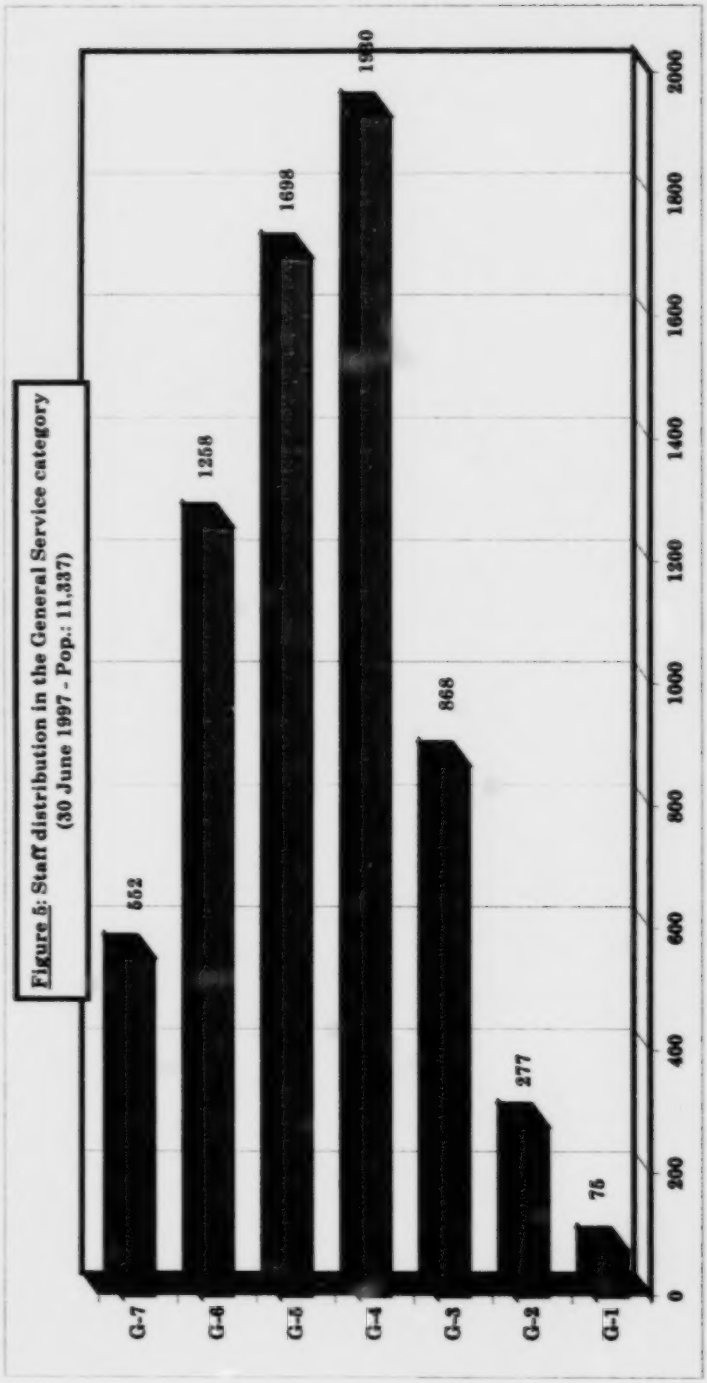


Figure 5: Staff distribution in the General Service category
(30 June 1997 - Pop.: 11,337)
G-7
G-6
G-5
G-4
G-3
G-2
G-1
552
1258
1698
1930
868
277
76
0
200
400
600
800
1000
1200
1400
1600
1800
2000

B. Staff distribution by department and office[7]

Data analysis situation as at 30 June 1997

49. The three largest departments in the United Nations Secretariat are the Department for Administration and Management (DAM) (Office of the Under-Secretary-General (OUSG), Office of Human Resources Management (OHRM), Office of Programme Planning, Budget and Accounts (OPPBA) and Office of Conference and Support Services (OCSS)) with 2,339 people (20.5 per cent), the Department of Peacekeeping Operations (DPKO) and the Field Administration and Logistics Division (FALD) with 934 people (8.2 per cent) and the Department of Public Information (DPI) with 747 people (6.5 per cent). They make up more than a third of all Secretariat employed staff. In major overseas duty stations the United Nations Office at Geneva (UNOG) is the largest office, with 1,216 people (10.6 per cent), followed by UNEP (598 people, or 5.2 per cent), the Economic and Social Commission for Asia and the Pacific (ESCAP) (582 people, or 5 per cent), the Economic Commission for Africa (ECA) (502 people, or 4.5 per cent), the Economic Commission for Latin America and the Caribbean (ECLAC) (502 people, or 4.4 per cent) and the United Nations Office at Vienna (482 people, or 4.2 per cent).

50. Staff are currently distributed over the departments, Offices and Commissions shown in figure 6 below.

C. Gender distribution

Data analysis situation as at 30 June 1997

51. Global numbers (population 11,337) show a balanced overall gender distribution, with 5,663 (49.5 per cent) female staff members versus 5,770 (50.5 per cent) male staff members. However, these overall numbers do not reflect the important differences and disparities in female staff representation by category and by department and office.

52. The Secretariat's top executive layer has a very low female representation (for regular budget sources there are 3 female Under-Secretaries-General/ Assistant Secretaries-General out of a total of 34, or 8.8 per cent).[8] The number of female staff is also low in the Director category, where for regular budget population sources they represent 18 per cent of the D-2 and 20.1 per cent of the D-1 (15.6 per cent of the D-2 and 18.8 per cent of the D-1 for aggregated regular budget and extrabudgetary sources). The Professional category shows a better female staff distribution: overall female representation here stands at 37.5 per cent for regular budget sources (36.2 per cent for regular budget plus and extrabudgetary sources); and it is higher in the lower grades (P-1 to P-3) where numbers come close to the General Assembly's mandated target of 50 per cent (regular budget sources: 48.7 per cent for P-1/P-2, 39.4 per cent for P-3, 33.6 per cent for P-4 and 32.2 per cent for P-5; and regular budget plus extrabudgetary sources: 47.1 for P-1 and P-2, 38.9 per cent for P-3, 31.5 per cent for P-4 and 30.5 per cent for P-5). Female staff represent a majority in the General Service and related categories (regular budget: 60.3 per cent and regular budget plus

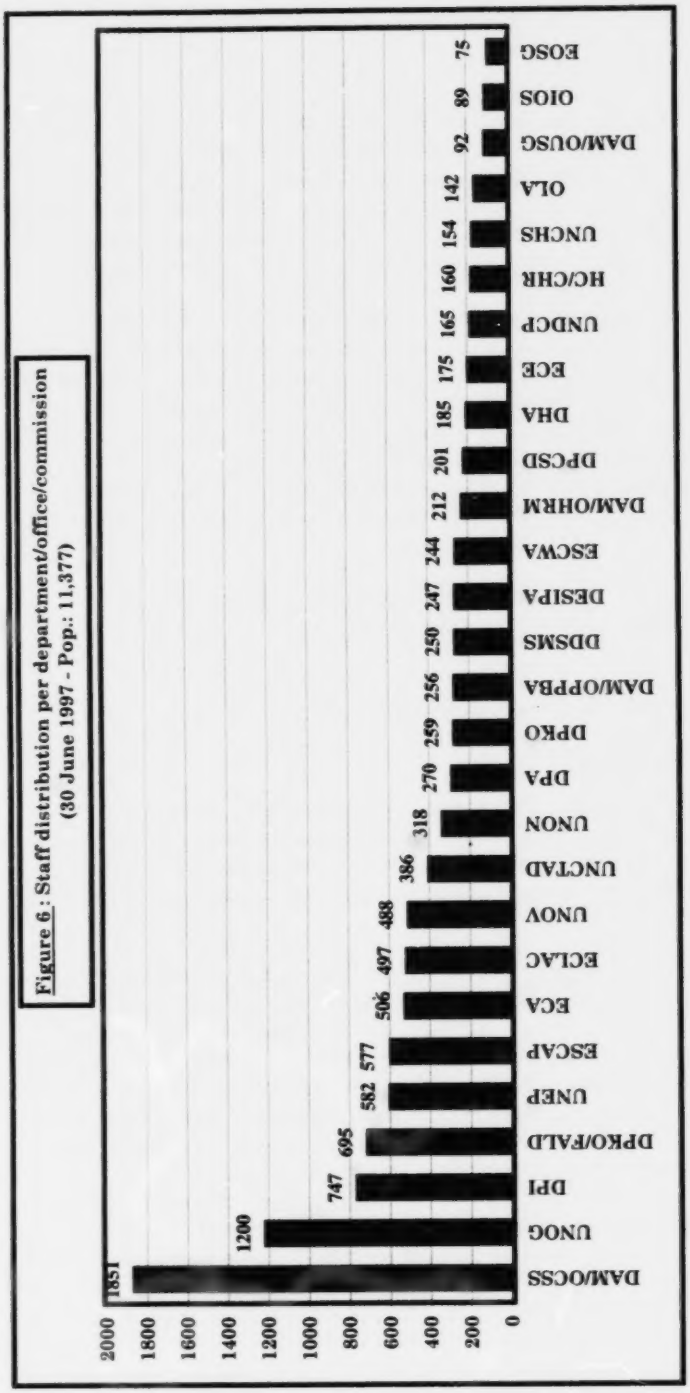


Figure 6: Staff distribution per department/office/commission
(30 June 1997 - Pop.: 11,377)
2000
1800
1600
1400
1200
1000
800
600
400
200
0
1851
1200
747
695
582
577
506
497
488
386
318
270
259
256
250
247
244
212
201
185
175
165
160
154
142
92
89
75
DAM/OCSS
UNOG
DPI
DPKO/FALD
UNEP
ESCAP
ECA
ECLAC
UNOV
UNCTAD
UNON
DPA
DPKO
DAM/OPPBA
DDSMS
DESIPA
ESCWA
DAM/OHRM
DPCSD
DHA
ECE
UNDCP
HC/CHR
UNCHS
OLA
DAM/OUSG
OIOS
EOSG

extrabudgetary sources: 61.8 per cent). Specific groups with particularly low female representation are the Security group (4 per cent) and the Trades and Crafts group (3 per cent) at Headquarters.

53. Throughout the Organization (in the Professional and higher categories: population No. 3, 4,280), it is possible to identify four groups of departments and offices in terms of gender representation (see fig. 7):[9]

(a) Two offices (DAM/OHRM and DAM/OUSG) have Professional female staff exceeding 50 per cent of the total Professional staff; they are the only offices to meet the General Assembly mandated goal as of 30 June 1997;

(b) Ten departments and offices (Department for Policy Coordination and Sustainable Development (DPCSD), DPI, Department of Development Support and Management Services (DDSMS), DAM/OPPBA, UNDCP, Department of Political Affairs (DPA), DAM/OCCS, Office of Legal Affairs (OLA), Office of Internal Oversight Services (OIOS) and UNCHS) have a Professional female representation below 50 per cent but above or equal to 35 per cent;

(c) Eight departments and offices (Executive Office of the Secretary-General (EOSG), UNOG, Department for Economic and Social Information and Policy Analysis (DESIPA), Economic and Social Commission for Western Asia (ESCWA), Office of the United Nations High Commissioner/Centre for Human Rights (HC/CHR), Department of Humanitarian Affairs (DHA), UNEP, ECLAC) show a low representation of Professional female staff (below 35 per cent but above or equal to 30 per cent);

(d) Eight departments and offices (UNOV, ESCAP, United Nations Office at Nairobi (UNON), Department of Peacekeeping Operations, Economic Commission for Europe (ECE), DPKO/FALD, United Nations Conference on Trade and Development (UNCTAD), ECA) have a very low representation of Professional female staff (below 30 per cent). ECA has the lowest distribution of female Professional staff (21.5 per cent).

54. In the Director category, female presence is lower still (see fig. 8):

(a) In two departments and offices (OHRM and DDSMS) female directors represent more than 35 per cent of the Director population;

(b) In nine departments and offices (ECA, DPI, ECE, UNOV, OCSS, DAM, DPA, OIOS and ECLAC) the female director's share is below 35 per cent but above or equal to 25 per cent;

(c) In 10 departments and offices (EOSG, UNCHS, DESIPA, UNEP, ESCAP, DPCSD, ESCWA, UNDCP, OLA and UNCTAD) the presence of female directors is below 25 per cent but above or equal to 10 per cent;

(d) In two departments and offices (UNOG and DPKO/FALD) the female Directors presence stands below 10 per cent but at more than 1 per cent;

(e) Five departments and offices (OPPBA, DHA, DPKO, HC/CHR and UNON) have no female presence at all in the Director category.

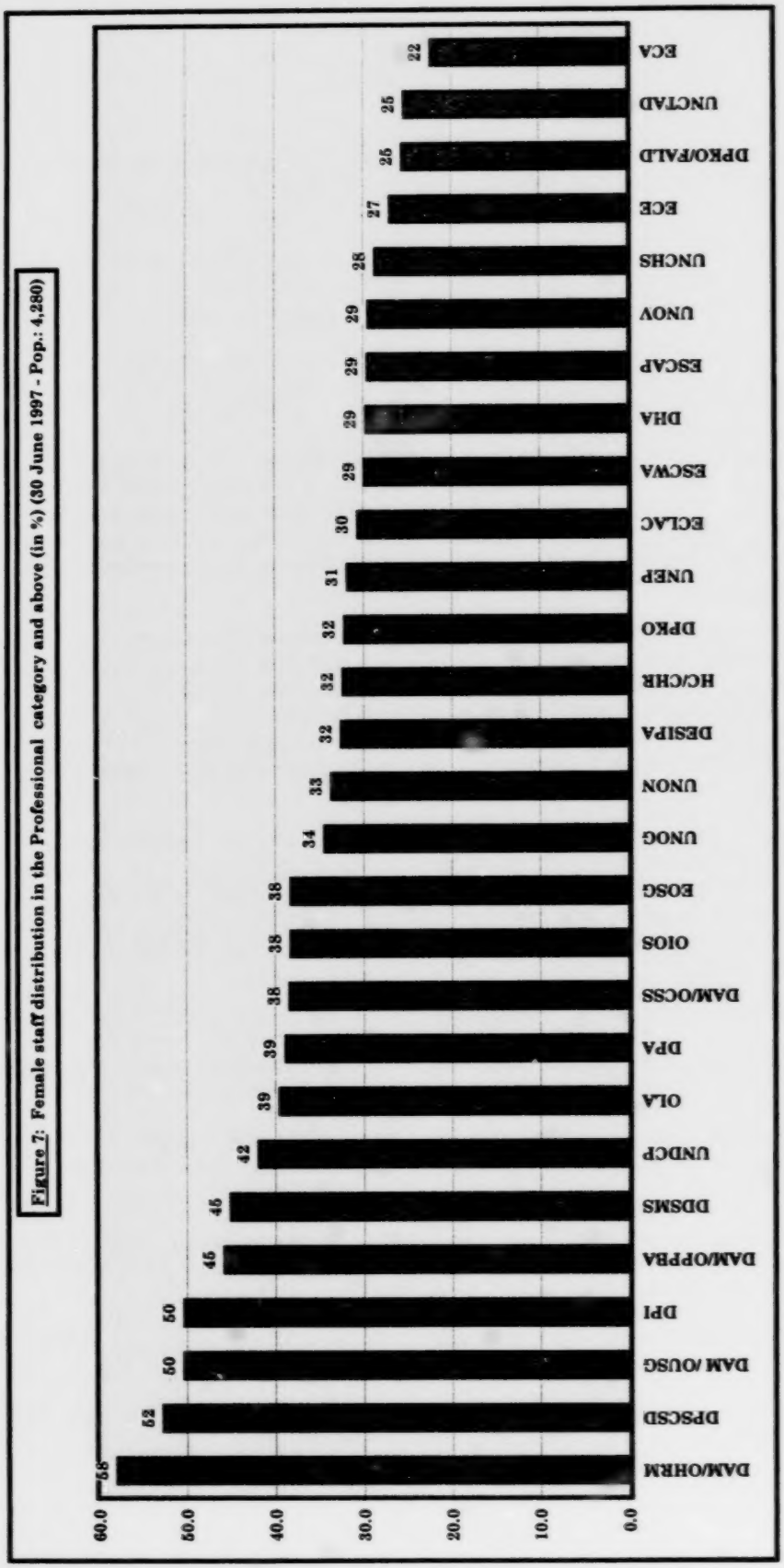


Figure 7: Female staff distribution in the Professional category and above (in %) (30 June 1997 - Pop.: 4,280)

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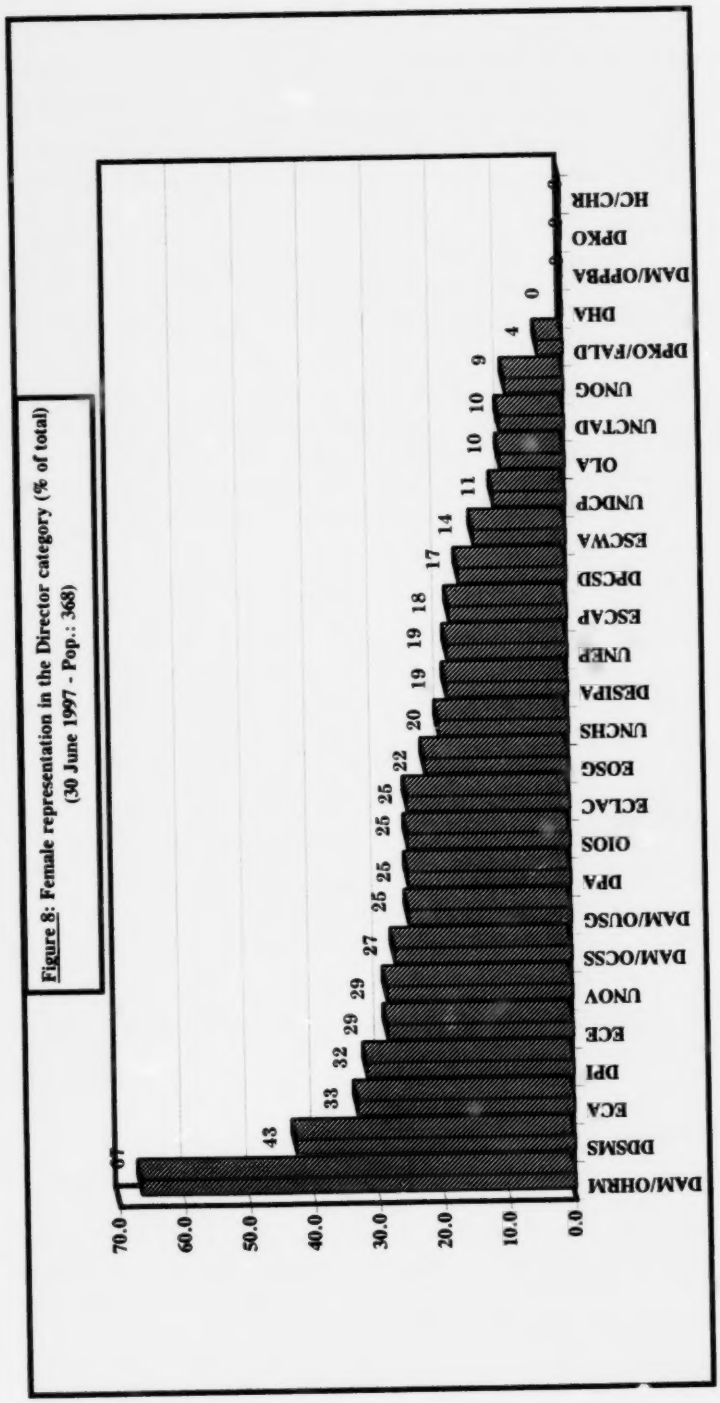
Figure 8: Female representation in the Director category (% of total)
(30 June 1997 - Pop.: 368)
70.0
60.0
50.0
40.0
30.0
20.0
10.0
0.0
67
43
33
32
29
29
27
25
25
25
25
22
20
19
19
18
17
14
11
10
10
9
4
0
0
0
0
DAM/OHRM
DDSMS
ECA
DPI
ECE
UNOV
DAM/OCSS
DAM/OUSG
DPA
OIOS
ECLAC
EOSG
UNCHS
DESIPA
UNEP
ESCAP
DPCSD
ESCWA
UNDCP
OLA
UNCTAD
UNOG
DPKO/FALD
DHA
DAM/OPPBA
DPKO
HC/CHR

Evolution

55. Overall female staff representation[10] increased from 45 per cent in 1987 to 49 per cent in 1996. Female presence progressed at different rates in specific staff categories. In the Director category, the number of female staff increased from 30 staff (8.5 per cent) in 1987 to 63 staff (16.8 per cent) in 1996. In the Professional group, the number of female staff increased from 1,005 (30.1 per cent) in 1987 to 1,381 (35.5 per cent) in 1996. Finally, in the General Service and related categories, the share of female staff went up from 54.4 to 58.2 per cent. The decrease in real numbers of female staff in this category (from 4,094 to 4,082) is a result of the general reduction in the number of staff in the General Service and related categories (from 7,526 in 1987 to 7,012 in 1996) (see also fig. 13).

56. The average yearly progression rates of female representation (9.7 per cent in the Director group and 3.4 per cent in the Professional group), are too low to achieve gender equality in these groups by the year 2000. At present rates and with all other factors remaining unchanged, it can be estimated that gender equality will not be reached before 2006 in the Director category and 2007 in the Professional category.

Observations

57. Low and very low ratios of female staff representation in the Director and Professional categories, as well as in specific groups, continue to fall short of the goals mandated by the General Assembly in most departments and offices.

58. Progress in the Director and Professional categories has remained slow. Mere continuation of existing rates in the next three years will not guarantee gender equality in those categories by the year 2000. Sustained and special efforts will be required to reach the goals mandated by the General Assembly.

59. Human resources gender sensitive priorities and strategies, especially in departments and offices with low, very low or totally non-existent female presence in senior positions, must be identified and implemented to raise gender representation.

60. Gender will be included as a priority policy parameter in the human resources planning model.

D. Nationality distribution[11]

Data analysis situation as at 30 June 1997

61. Traditionally, nationality spreads of staff have been looked at only in the context of staff subject to geographical distribution. However, technically and statistically, it is also relevant to observe and monitor nationality within the larger context of broader populations of all staff on board.

62. Global staff numbers (population 11,337)[12] enable the nationality spread to be divided into five significant groups:

(a) Staff from two countries - the United States of America (1,638, or 14.3 per cent) and France (843, or 7.4 per cent) - account for over 5 per cent of the Secretariat's total staff;

(b) Staff from 20 countries account for less than 5 per cent but more than or equal to 1 per cent (less than 572 but more than 113) of the Secretariat's total staff: Kenya (561), Philippines (538), United Kingdom of Great Britain and Northern Ireland (474), Thailand (438), Russian Federation (418), Ethiopia (401), Chile (325), China (271), India (265), Germany (193), Canada (189), Austria (187), Egypt (184), Switzerland (178), Spain (177), Italy (167), Japan (146), Jordan (144), Mexico (128) and Peru (121);

(c) Staff from 19 countries account for less than 1 per cent but more than or equal to 0.5 per cent of Secretariat staff (less than 114 but more than 56 staff): Jamaica (108), Argentina (102), Trinidad and Tobago (97), Colombia (90), Lebanon (86), Australia (83), Ireland (82), Guyana (79), Brazil (77), Belgium (70), Senegal (67), Haiti (65), Tunisia (63), Netherlands (62), Uruguay (62), Uganda (61), Sri Lanka (61), Ghana (60) and Algeria (58);

(d) Staff from 128 countries account for less than 56 (0.5 per cent) of Secretariat staff;

(e) Sixteen countries are not represented in the Secretariat's overall staff:[13] Andorra, Azerbaijan, Brunei Darussalam, Democratic People's Republic of Korea, Kuwait, Latvia, Liechtenstein, Marshall Islands, Micronesia (Federated States of), Monaco, Palau, Republic of Moldova, San Marino, Tajikistan, Turkmenistan and Uzbekistan.

63. The inclusion of staff in the General Service and related categories has raised the absolute number of staff originating from countries hosting United Nations Headquarters or other major United Nations offices and regional commissions (e.g., Austria, Chile, Ethiopia, Jordan, Kenya, Switzerland, Thailand, United States, etc.).

Evolution

64. The number of Member States in the United Nations grew from 159 in 1987 to 185 in 1996 (an increase of 16.3 per cent). Over the same period, the number of unrepresented countries[14] rose from 12 (7 per cent of the total) in 1987 to 23 (12 per cent of the total) in 1996. Between 1987 and 1991, the numbers of unrepresented countries went down from 12 to 9. Twenty-five newly independent countries were admitted between 1992 and 1994, increasing the number of unrepresented countries to 65. Efforts to close the gap decreased that number to 23 in 1996. The number of under-represented countries dropped from 24 countries (15 per cent) in 1987 to 22 (12 per cent) in 1996.

Observations

65. The reduction in the number of unrepresented countries, which began in 1986, was interrupted in 1992 and 1993 owing to the admission of a large number of newly independent States. Efforts to reduce the number of unrepresented and under-represented countries continued and caused the latter to drop slightly over the same period (22 countries in 1996 or 12 per cent of the total).

E. Distribution by type of appointment

Data analysis situation as at 30 June 1997

66. Appointments of staff fall into several types, two of which are basic: appointments of permanent duration and of temporary duration.[15] Ratios of staff holding permanent appointments versus fixed-term appointments vary with the size of the population being considered. In population No. 1 (11,337) the overall ratio of permanent versus fixed-term appointments stands at 55:42 in favour of permanent appointments. Varying degrees exist in the different categories (Director, 61 per cent permanent; Professional, 57 per cent permanent; and General Service and related categories, 54 per cent permanent). The appointment type breakdown per source of funding shows a two-thirds proportion of permanent appointments (66.5 per cent) under the regular budget, whereas under extrabudgetary sources the proportion is inverted (71 per cent of all appointments are fixed term). The ratio of permanent appointments subject to geographical representation is 74 per cent versus 26 per cent for fixed-term appointments.

67. Statistical data also indicate varying values in permanent versus fixed term distribution from one department and office to another. The values for staff holding a permanent contract range from 10 per cent at UNEP to 85 per cent at DESIPA. Lower than average numbers (20 per cent-45 per cent) for permanent appointments include DHA, DPKO/FALD, HC/CHR, UNCHS and UNDCP. In the middle (average) group (45-60 per cent) are departments and offices such as DDSMS, ECLAC, ESCAP, ESCWA, OIOS, EOSG and UNOV. Higher than average (60-80 per cent) numbers include the majority of departments and offices: DAM, OCSS, OHRM, OPPBA, DPA, DPCSD, DPI, ECA, ECE, OLA, UNCTAD and UNOG.

Evolution

68. Over the period from 1987 to 1996, the evolution of the numbers of fixed-term and permanent appointments varied significantly with respect to the size of the population considered. With all staff holding an appointment of one year or more there is a clear trend towards increasing numbers and a growing share of fixed-term appointments, compared with a general reduction in numbers and a decreasing share for permanent appointments. (In 1987 there were 3,740 staff (29 per cent) on fixed-term appointments - compared with 5,223 (41 per cent) in 1996; and 7,692 staff (59.5 per cent) were on permanent appointments in 1987, compared with 6,516 (48.5 per cent) in 1996.) The evolution of this parameter is different for Professional staff, where two trends are visible: a trend of an increasing share of permanent appointments (68 per cent) from 1987 to 1992, followed by an evolution of a decreasing number of permanent appointments between 1993 and 1996 (57 per cent). For staff subject to geographical distribution, on the contrary, there has been an uninterrupted trend of growing numbers of permanent appointments from 1987 (68 per cent) to 1995 (75.6 per cent), followed by a slight drop to 73.5 per cent in 1996.

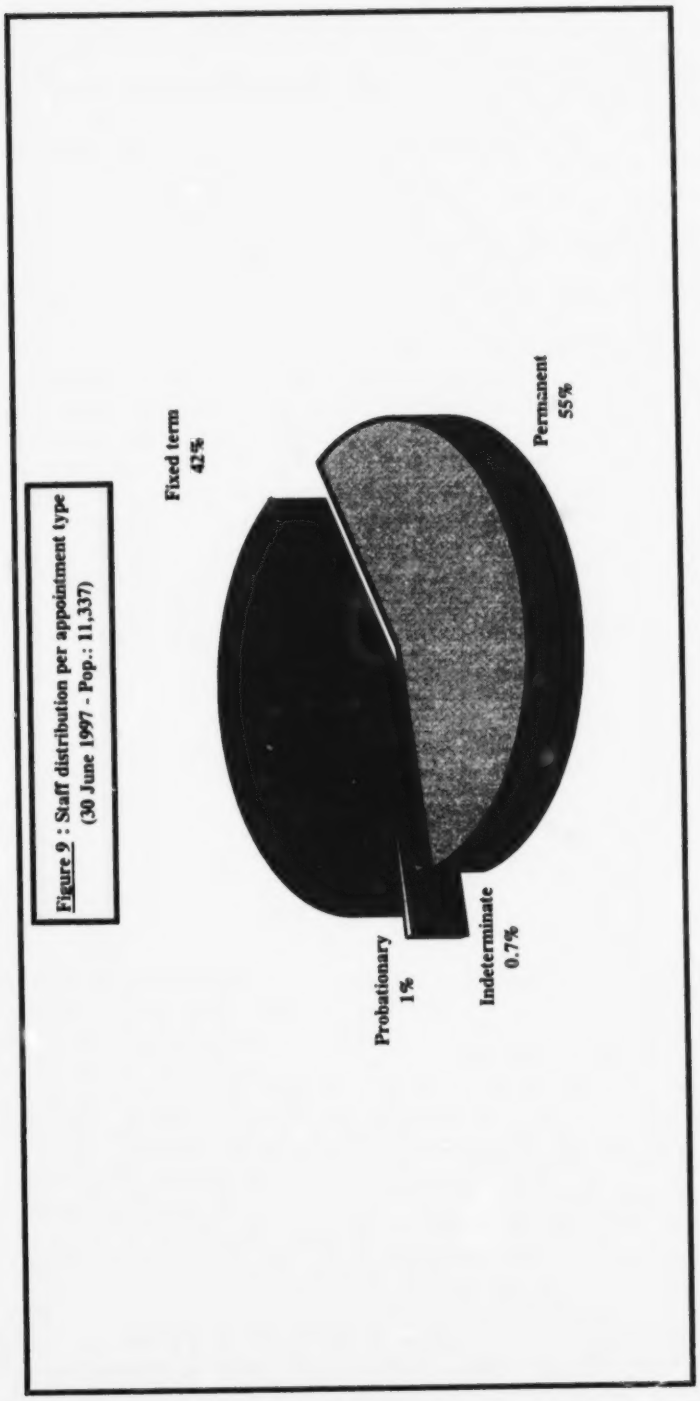

Figure 9 : Staff distribution per appointment type (30 June 1997 - Pop.: 11,337)

Observations

69. The number of fixed-term appointments increased over the years to a maximum of 50 per cent in the overall staff population. However, in specific populations of Professional staff, the proportion of permanent appointments is higher and has been rising continually over the years.

F. Distribution by geographic location

Data analysis, situation as at 30 June 1997

70. Staff are present at United Nations Headquarters in New York[16] (4,563 staff - 40.2 per cent), at seven major duty stations (Geneva, 2,339 staff; Nairobi, 823; Vienna, 670; Bangkok, 575; Addis Ababa, 451; Santiago, 366 and Amman, 241, an overall share of 45.4 per cent) and in United Nations missions (1,633, 14.4 per cent). The global ratio for Headquarters versus offices away from Headquarters is 40:60 in favour of the non-Headquarters duty stations. Professionals and above have a stronger representation at Headquarters in New York (65 per cent overall). Established missions[17] (60 per cent) and Nairobi (76 per cent) have major sections of their staff supported by extrabudgetary sources. Geneva (22 per cent), Vienna (21 per cent) and New York (18 per cent) also have significant numbers of staff financed by extrabudgetary sources.

Evolution

71. The distribution of staff holding an appointment of one year or more, over duty stations (United Nations Headquarters, major duty stations, missions) remained fairly stable in the reference period (1987-1996).

G. Staff age

Data analysis, situation as at 30 June 1997

72. The data presents a picture of an ageing organization (the average staff age has increased by 3 years over the past 10 years). Staff are, for the major part, found in the higher age brackets (62 per cent of the staff are older than 45 years, only 4 per cent are younger than 30, 18 per cent are below 40 and 38 per cent are below 45). The proportions of staff in the 45 to 54 age group (two thirds of all staff), combined with low numbers in the younger age groups, means that replacement potentials by younger career staff will remain problematic for some years to come. Increased retirements of staff from the 55 to 59 age group (of which 14 per cent are due to retire in the next five years) and from the 45 to 54 age bracket (of which 46 per cent will retire), will cause an abrupt doubling of the turnover rates five years from now (2002) (see fig. 11).

73. In the Director category (D-1 and D-2), the average age is 54 years. This category has the highest age group (85 per cent older than 50 and 47 per cent over 55). Staffing in this group is established largely through promotions from the Professional category and this explains the higher age brackets. Personnel in the Professional category (P-1 to P-5) have an average age of 46 years; there

is a more regular age spread over a larger age range with younger staff (see fig. 10). In the General Service and related categories, the average age is 44 years. Staff in the General Service and related categories represent the youngest group with the largest age spectrum over the different age brackets. The phenomenon of the relative small numbers of incumbents in the lower age brackets in the entry level grades of the Professional and General Service and related categories will cause replacement problems with career staff.

Age in specific groups

74. Staff of HC/CHR have the lowest overall average age (40.5 years), while ECA staff show the highest age average (51 years) in the Secretariat. Offices/departments where staff have a lower average age are DHA (Director category), OLA (Professional category) and DPKO (General Service and related categories), whereas staff in ECLAC (Director category), ESCWA (Professional category) and UNCTAD (General Service and related categories) are in higher age groups. The average age of male staff is higher than that of female staff. Staff holding permanent and probationary appointments are generally older than the average age of the total population (the average age is 51 for all staff of these types of appointments).

Evolution

75. The average age at recruitment[18] in the General Service and related categories remained fairly stable, at 34.2 years in 1987 and 34.8 years in 1996. In the Professional category, the average age at recruitment went up from 36.1 in 1987 to 41.1 in 1996. In the Director category, the average ages at recruitment went down from 52.7 years in 1987 to 51 in 1996 (see fig. 12).

Observations

76. The small number of staff in the younger age brackets is of special concern, particularly since the incumbents are also in the lower grades (P-2 and P-3), which comprise the bulk of the replacement potential. The current retirement rates, combined with post reductions, generate low replacement needs and will consequently decrease recruitment. This in turn increases the average age of staff in the Organization.

77. Average ages at recruitment remained high in the period from 1987 to 1996 for all categories of staff.

78. The average age of recruitment has remained fairly stable for staff in the General Service and related categories; it decreased by 1.7 years in the Director category, but increased by 5 years in the Professional category.

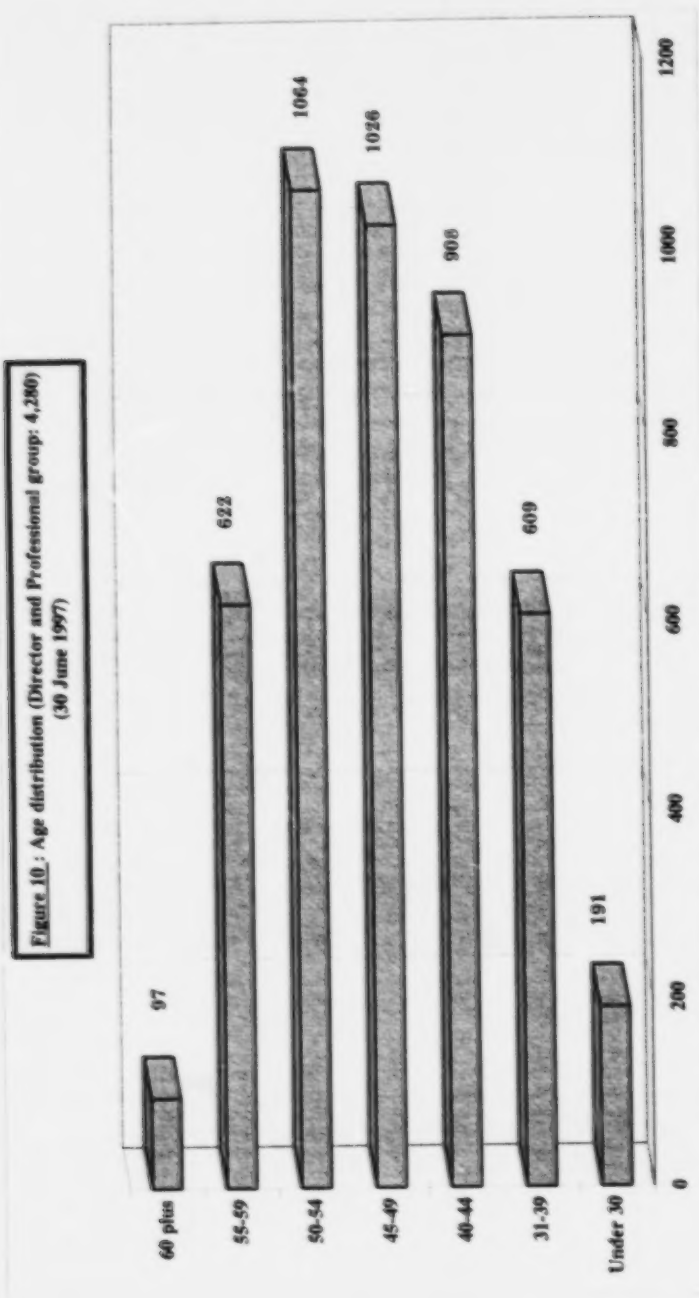

Figure 10: Age distribution (Director and Professional group: 4,280)
(30 June 1997)

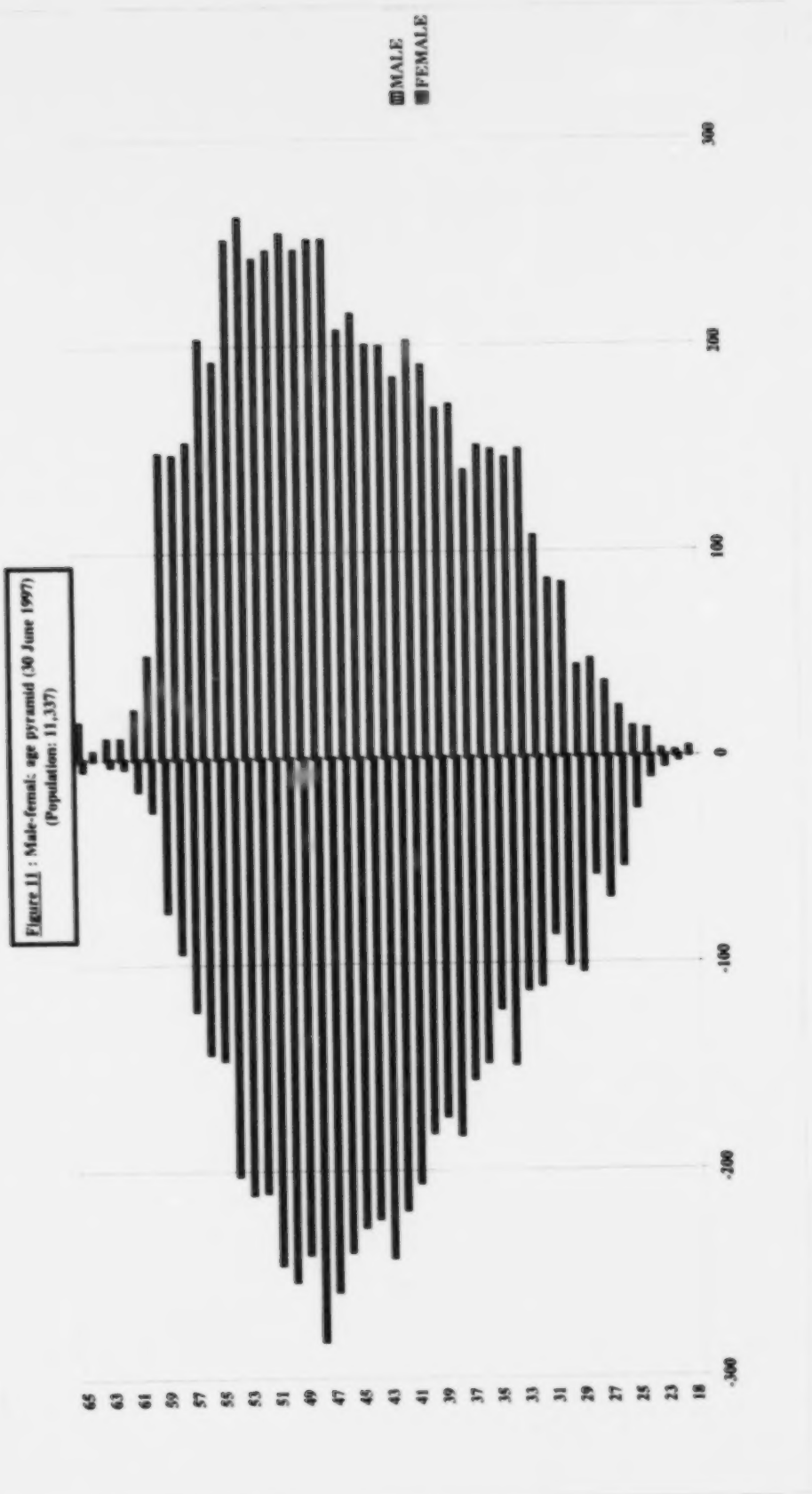

Figure 11 : Male-femal: age pyramid (30 June 1997)
(Population: 11,337)

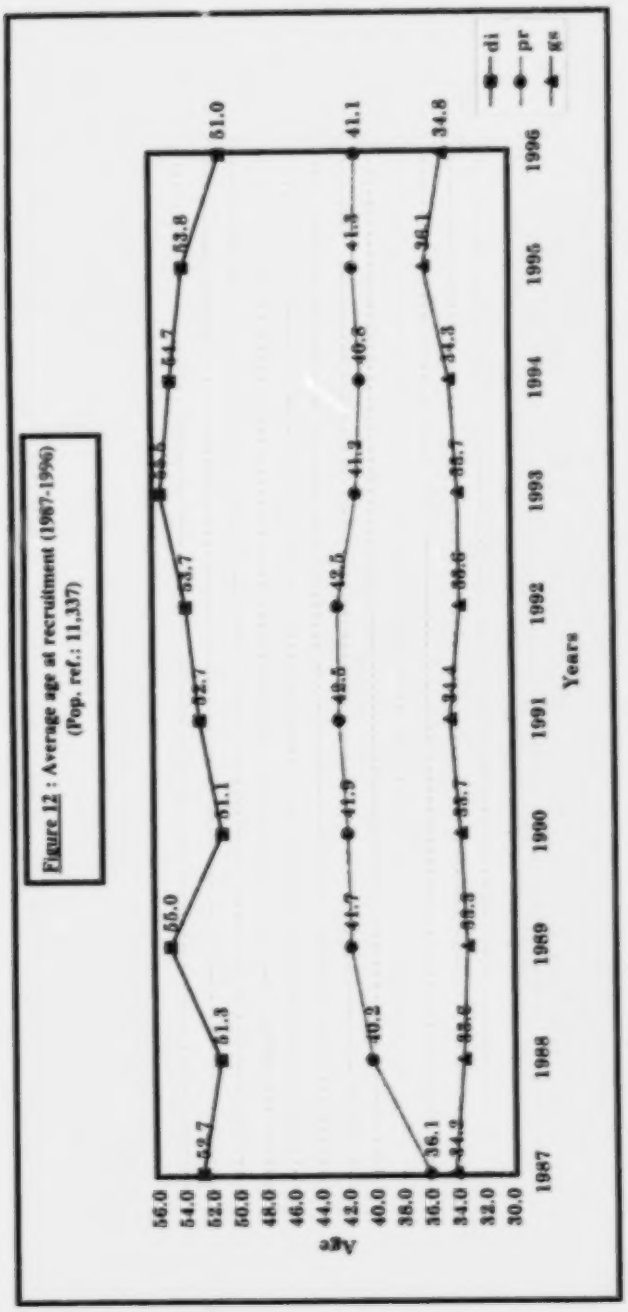
Figure 12 : Average age at recruitment (1987-1996)
(Pop. ref.: 11,337)
Age
Years
di
pr
gs
56.0
54.0
52.0
50.0
48.0
46.0
44.0
42.0
40.0
38.0
36.0
34.0
32.0
30.0
1987
1988
1989
1990
1991
1992
1993
1994
1995
1996
52.7
55.0
51.3
40.2
36.1
34.2
51.1
52.7
53.7
43.8
41.1
34.8

/...

H. Length of service

Data analysis,[19] situation as at 30 June 1997

79. The average length of service for all staff holding an appointment of one year or more (population, 11,337) is 12 years. The longer serving time in the Director category (15 years) is a consequence of its older population; the same is the case for the General Service and related categories (13 years). The lower serving time in the Professional category (11 years) can be explained by slightly higher turnover rates and a larger proportion of fixed-term appointments within the Professional category.

80. Throughout the Organization, length of service varies between a low of 6.5 years in DHA and a high of 16 years in ECA. Lower than average periods (six to nine years in UNEP, UNDCP, UNCHS, HC/CHR, DPKO/FALD, DHA and DDSMS) reflect a generally younger staff, with more recent entry on duty dates, higher turnover rates or a combination of those factors. Average periods (10-13 years) are found in DPCSD, OPPBA, ECE, OIOS, OLA, UNCTAD, UNON and UNOV. Higher than average lengths of service (more than 13 years, in DAM, OCCS, OHRM, DESIPA, DPA, DPI, ECA, ECLAC, ESCAP and UNOG) reflect older staff, who joined a longer time ago, low turnover rates (staff staying longer in the same department/office) or a combination of those elements.

81. Length of service is more relevant as an indicator of accumulated experience and built-up capacities by the Organization with staff holding a permanent appointment. Overall average length of service measured through this parameter increases to 18 years. Averages by category are also substantially higher: 21 years (Director category), 16.2 years (Professional category) and 18.7 years (General Service and related categories). Departments/offices with staff serving close to the average (between 16 and 20 years of service) include DAM, OCSS, OHRM, OPPBA, DDSMS, DESIPA, DHA, DPA, DPCSD, DPI, DPKO/FALD, ECE, ESCWA, HC/CHR, OIOS, UNCTAD, UNEP, UNOG, UNON and UNOV). Some departments/ offices show a substantially higher than average length of service time (over 20 years, in ECA, ECLAC and ESCAP) or lower than average (OLA, EOSG, UNCHS and UNDCP).

Observations

82. Length of service is a relevant indicator for average values of career time spent in the Secretariat. Standard turnover rates are calculated on the basis of average career spans.

83. Greatly varying lengths of service between different departments/offices are primary indicators of staff experience; when combined with staff age this factor becomes even more relevant for departmental staff planning.

84. A close correlation between average staff age and length of service,[20] found in a number of specific departments and offices, indicates a need for future staffing requirements. High averages for age and length of service will draw the attention of management to expect departures in the short term, whereas low averages will on the contrary indicate no major changes required in the near future.

I. Summary and highlights

85. The present diamond-shaped staff configuration in the Professional and General Service and related categories limits career development. Insufficient numbers of staff at the entry level will not allow for effective and efficient staff replacements, which would normally occur as a result of promotions and separations.

86. The sizing of the different personnel categories and their appropriate ratios is an issue that requires analysis on a duty station-by-duty station basis.

87. Female staff representation remains low in strategic and specific groups. It is generally lower in offices away from Headquarters. Specific strategies and measures are already in effect to reach gender equality goals as quickly as possible. The current rate of increase in female staff numbers in the Director and Professional categories will not result in gender equality by the year 2000.

88. The ratio of permanent versus fixed-term staff varies according to function and size of staff population considered; permanent staff have the highest concentration in the group of staff subject to geographic distribution (76:24). Constant monitoring of the ratio is also necessary within larger populations (e.g., all staff at Professional levels and above; all staff with appointments of one year or more), as it is invaluable for effective succession planning.

89. The majority (2:1 ratio) of staff in the Professional and higher categories, serve in New York at Headquarters.

90. The general ageing of the staff, combined with the present average age in all categories, will affect potentials for replacement by younger staff for several years to come. Low numbers of staff in the younger age brackets causes concern, especially in the lower grades (P-2 and P-3), which hold the bulk of the replacement potential. Low rates of retirement and turnover reduce expected replacements and recruitments, which increases the ageing of the Organization's staff.

91. Length of service time is highest with staff holding permanent appointments (18 years overall average). Staff in the Director and General Service and related categories are above this average, while those in the Professional category are lower.

92. The significant correlation between the age of staff and length of service in a number of departments/offices, besides being a valuable element of staff demographics, is also an important factor for general human resources forecasting and operational succession planning.

II. TRENDS IN STAFF MOVEMENTS

(reference period 1987-1996)

A. Recruitment

Data analysis,[21] overall numbers

93. Between 1987 and 1996, and regardless of the type of appointment and source of funding,[22] an average of 50 people (2.6 per cent) were recruited annually into the Director category, 690 (37 per cent) into the Professional category and 1,120 (60.3 per cent) into the General Service and related categories.[23] These averages are consistent with prevailing staff distributions by category.[24] The recruitment volume in the Director category remained stable over the 10-year period at 2-3 per cent. Recruitment in the Professional category accounted for one third of the total recruitments from 1987 to 1989, but rose to 51 per cent in 1994. On the other hand, from 1987 to 1989, recruitment in the General Service and related categories represented 66 per cent of total recruitment. However, that percentage decreased by 31 per cent between 1990 and 1996. The increase in recruitment for the Professional category is directly related to the increase in the number of special missions during the reference period.

Gender situation

94. Women accounted for approximately one third (32 per cent) of all staff recruited in the reference period (8,580 out of a total of 21,563) (see fig. 14). Annual averages show 780 female staff recruits versus 1,188 male staff. Annual female recruitment averages remained low in the Director category (8 per cent), and amounted to 38 per cent in the Professional category and to 48 per cent in the General Service and related categories. The proportion of overall female recruitment (Director, Professional and General Service and related categories) decreased from 48 per cent in 1987 to 32 per cent in 1996 and is a cause of concern for the achievement of gender equality goals. Female recruitment in the Director category rose from none in 1987 to 25 per cent in 1996. In the Professional category it decreased from 38 per cent to 35 per cent. Similarly the number of female staff recruited in the General Service and related categories decreased from 56 to 43 per cent.

Type of appointment

95. A major part of recruitment during the reference period related to fixed term appointments (an average of 57 per cent); short-term appointments represented 41 per cent, while probationary appointments represented only 2 per cent of the total. The annual averages by category for fixed-term appointments were 2 per cent for the Director category, 58 per cent for the Professional category and 40 per cent for the General Service and related categories.

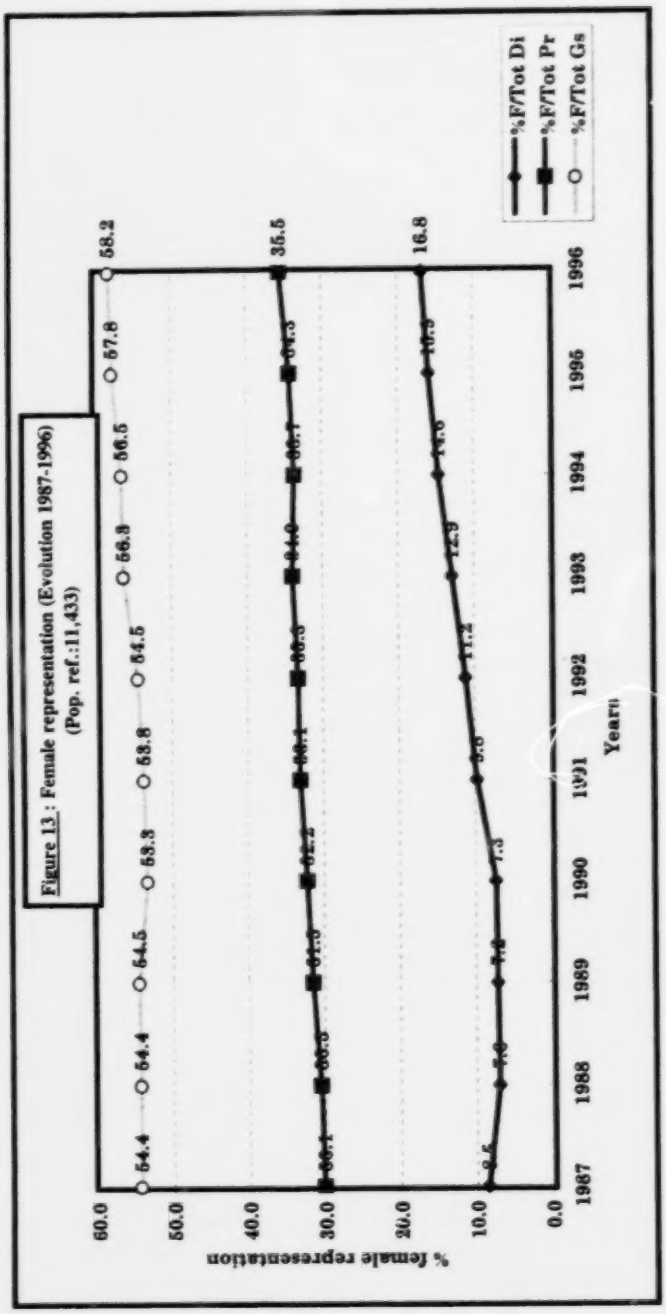
Figure 13 : Female representation (Evolution 1987-1996)
(Pop. ref.:11,433)
%F/Tot Di
%F/Tot Pr
%F/Tot Ga
% female representation
Years
60.0
50.0
40.0
30.0
20.0
10.0
0.0
1987
1988
1989
1990
1991
1992
1993
1994
1995
1996
54.4
54.4
54.5
53.3
53.8
54.5
56.8
56.5
57.8
58.2
35.5
16.8

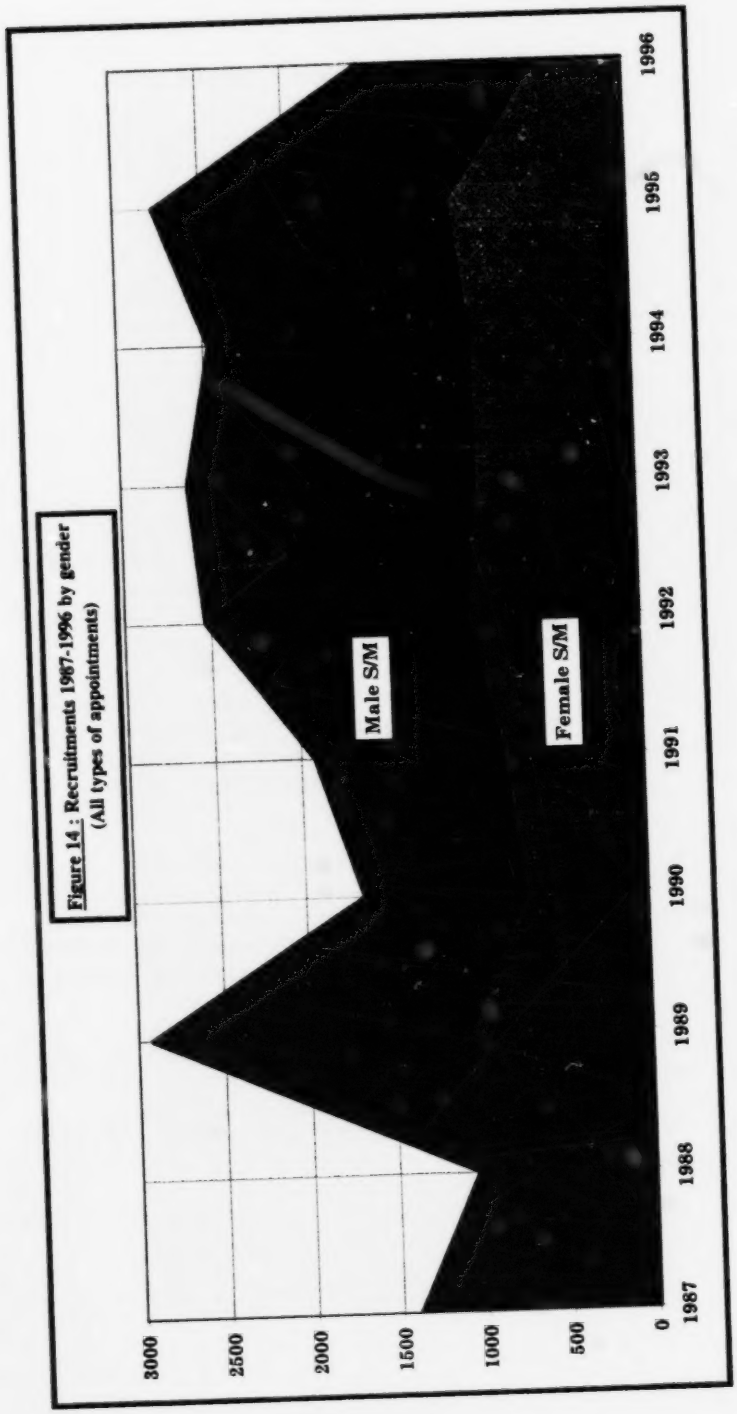
Figure 14 : Recruitments 1987-1996 by gender
(All types of appointments)
Male S/M
Female S/M
3000
2500
2000
1500
1000
500
0
1987
1988
1989
1990
1991
1992
1993
1994
1995
1996

Observations

96. Distribution of recruitment numbers by category has been consistent with present staff distribution by category. The increase in the annual proportion of recruitment in the Professional category since 1990 has coincided with a similar decrease in the number of General Service and related category recruits.

97. Female recruitment numbers, as well as female recruitment progression ratios, have remained at one third of the total over the past 10 years.

98. Except for the increase in female recruitment in the Director category, the trend of decreasing female recruitment levels (a reduction by 16 per cent over the last 10 years) remains a cause of concern.

B. Separations

Data analysis, global numbers

99. Separations by category and grade have kept pace with recruitments as follows: 4 per cent in the Director category, 35.3 per cent in the Professional category and 57.6 per cent in the General Service and related categories.[25] The functional evolution over time has also been similar: stable between 3 and 5 per cent for staff in the Director category; and up to 1991 the numbers remained below a third in the Professional category but increased to 42 per cent in 1996, which corresponds to the growing proportion of Professional recruitment since 1990. Finally, after experiencing an all-time high (71 per cent) in 1987, separations in the General Service and related categories gradually decreased to below two thirds of the total before further decreasing to less than 50 per cent in 1996 (see fig. 15).

Gender

100. Out of a total of 21,818 separations (from 1987 to 1996), female staff accounted for 8,727 (40 per cent). Annual averages by category are 6 in the Director category (7 per cent), 244 in the Professional category (34 per cent) and 514 in the General Service and related categories (47 per cent).

Appointment type

101. Separations of staff on fixed-term appointments represent 21 per cent for the Director category, 54 per cent for Professional category and 25 per cent for the General Service and related categories.

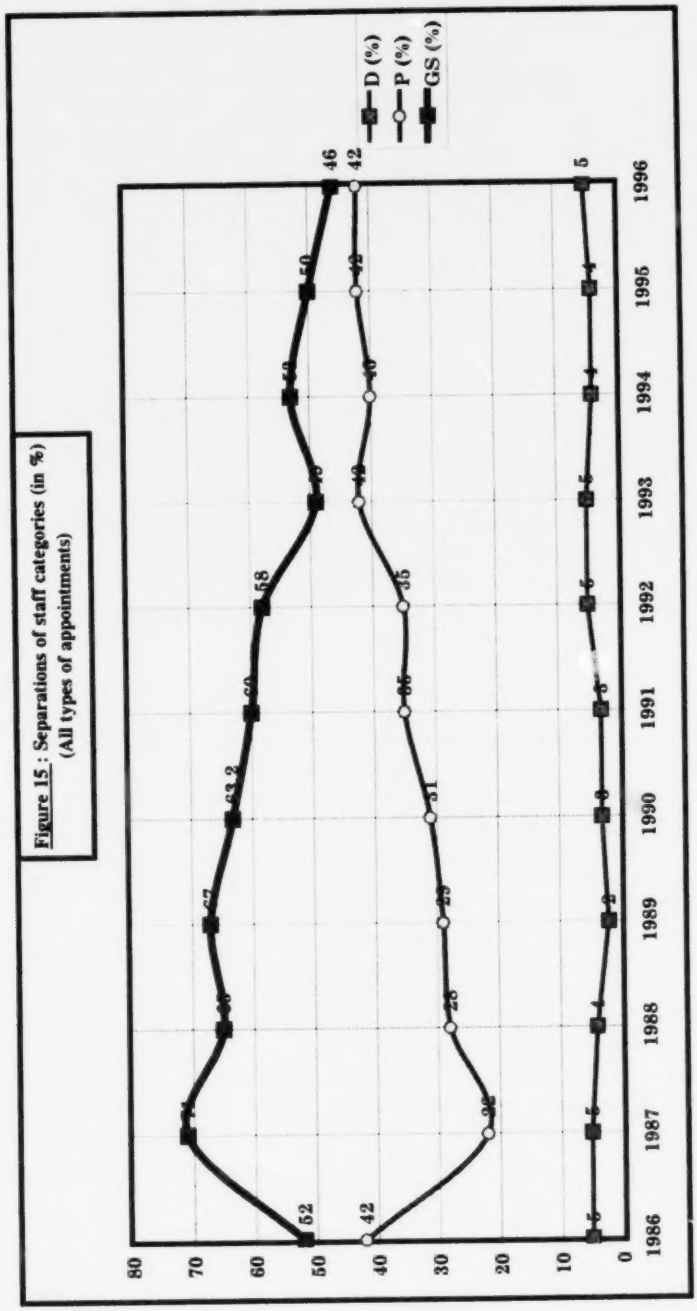
Figure 15 : Separations of staff categories (in %)
(All types of appointments)
D (%)
P (%)
GS (%)
80
70
60
50
40
30
20
10
0
1986
1987
1988
1989
1990
1991
1992
1993
1994
1995
1996
52
42
46
42
5

Type of separation

102. United Nations staff separate for one of the following six major reasons: expiration of appointment, resignation, retirement, agreed termination, death and health reasons and dismissal. For the reference period, the three main reasons for separating from the Organization show the following annual averages: expiration of appointment (1,289 people or 65 per cent), resignation (357 or 18 per cent) and retirement (159 or 8 per cent). Other reasons for separation are statistically not significant (death and health reasons, 40 people or 2 per cent per year; and dismissal, 13 cases or 0.7 per cent per year). The number of retirements has remained stable over the years. Expiry (and non-renewal) of appointments increased from 50 per cent in 1988 to a 66 per cent share of all separations.

103. Expiry (non-renewal) of appointment is the standard cause of separation for the majority of those on fixed-term appointments. The number of resignations, which exceeded retirements, is a cause for concern, especially since this was the trend throughout the reference period. In the Director category, expiration of appointment remained the main reason for departures (46 per cent), retirements constituted the second reason (26 per cent), while the proportion of the resignations decreased to 15 per cent. In the Professional category, expiration of appointment was the cause of more than two out of three departures, followed by resignations (16 per cent) and retirements (7.5 per cent).

Resignations

104. Resignations constitute the second largest cause of staff turnover in all categories but the Director category; their annual average number over the reference period is 348 in the following categories: 14 in the Director category (4 per cent), 116 in the Professional category (33.3 per cent) and 218 in the General Service and related categories (62.6 per cent). Also, 35 per cent (123) of those who resigned had career appointments, 53 per cent (185) had fixed-term appointments and 7 per cent (23) had short-term appointments. The age distribution of those resigning reveals that more than two thirds (70 per cent) of all resignations were submitted by staff younger than 45 years (60 per cent below 40 years of age and 44 per cent younger than 35). The number of resignations of staff in the grades P-1 to P-3 is a cause for concern owing to the impact this may have on the Secretariat's ability to maintain an appropriate workforce, to provide internal career development, to continue to benefit from the expertise acquired and to have an effective return of the Organization's investment. Resignations in the P-1 to P-3 group represent an annual average number of 60 (53 per cent of resignations in the Professional category), of whom 51 per cent are younger than 45.

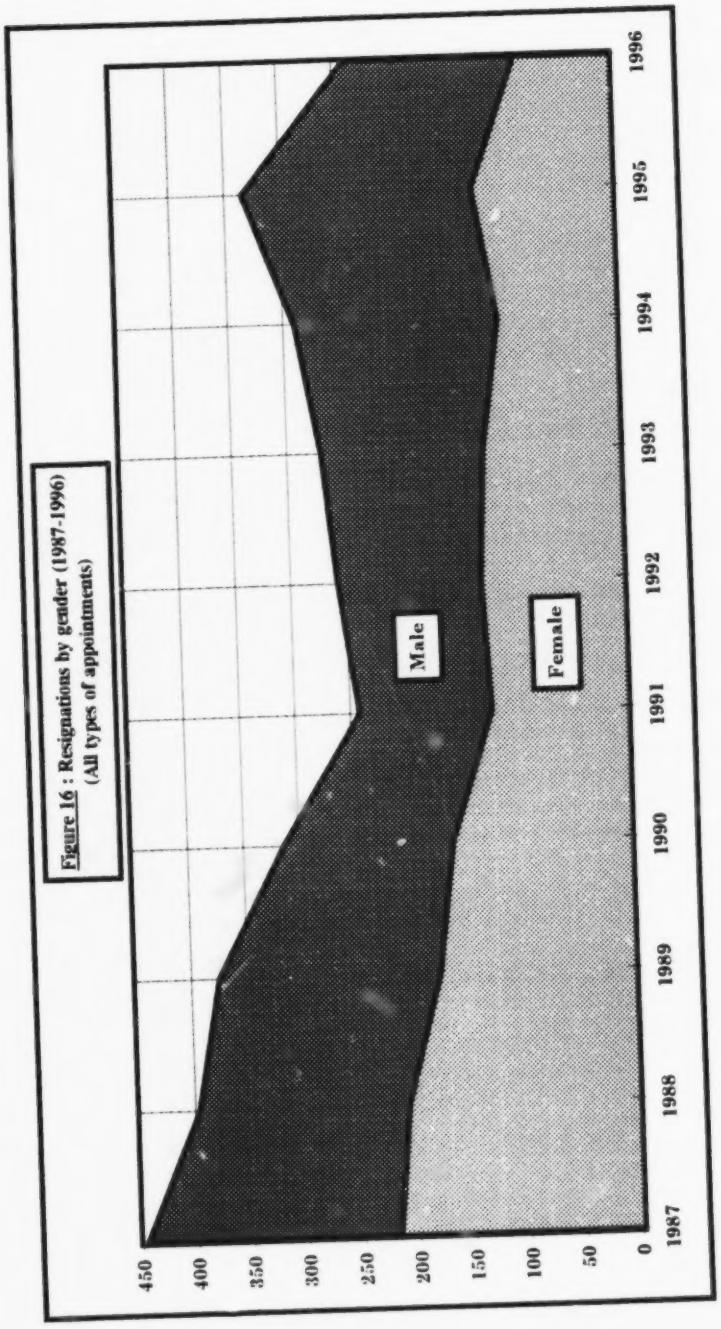
Figure 16 : Resignations by gender (1987-1996)
(All types of appointments)
Male
Female
450
400
350
300
250
200
150
100
50
0
1987
1988
1989
1990
1991
1992
1993
1994
1995
1996

Observations

105. Distribution of separations by category has been consistent with present staff distribution by category.

106. The number of retirements over the past 10 years has remained below what can be expected as a "normal" turnover rate (see also para. 4 above), thereby slowing the replacement of older Secretariat staff by young recruits.

107. The relatively high number of resignations is a cause for concern. Of resigning staff, 70 per cent are in the younger age brackets (under 45 years), thereby reducing the Organization's ability to replace staff at higher levels (departing staff have acquired 5 to 10 years professional experience, making it very difficult for the Organization to replace this loss).

C. Recruitment-separation balance

108. From 1987 to 1996 there were 20,554 recruitments and 19,842 separations of staff of the Secretariat,[26] leaving a positive balance of 712 over the 10-year period.[27] Annual averages were 1,968 recruitments and 1,983 separations. Annual recruitment and separation numbers can vary greatly over the years. The evolution of recruitment and separation numbers remained synchronized for most years, except for 1989, where there was a recruitment surplus of 1,000.

D. Evolution of staff turnover

Data analysis, annual turnover index

109. The turnover rates presented below are based on the calculation of a standard labour turnover index obtained by comparing the number of annual departures to the number of staff in posts during the same year. Rates and indices are annual averages calculated over a four-year period (1991-1994). The turnover index has been calculated on a twofold basis, considering first retirement as the sole cause for attrition and then including secondly all other causes of attrition (as mentioned above, see para. 102 on separations).

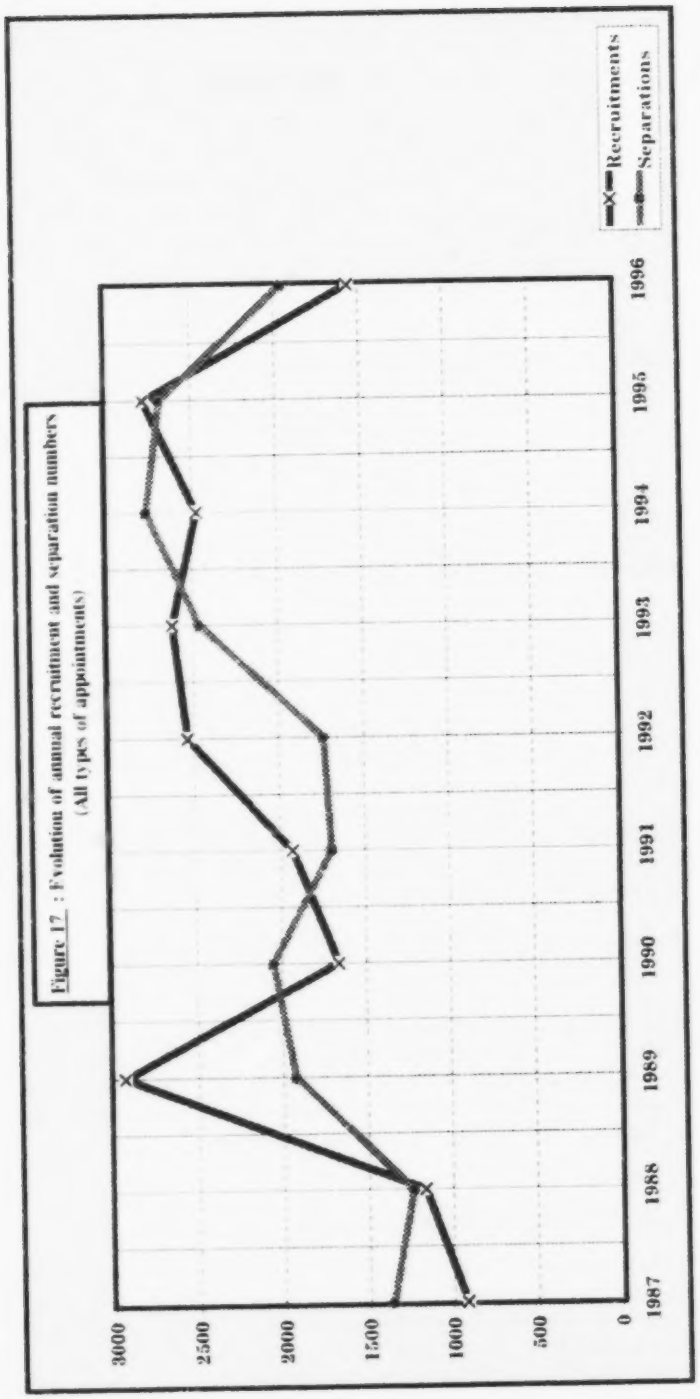
Figure 17 : Evolution of annual recruitment and separation numbers
(All types of appointments)
Recruitments
Separations
3000
2500
2000
1500
1000
500
0
1987
1988
1989
1990
1991
1992
1993
1994
1995
1996

110. Turnover rates based on retirement:

	Percentage
Director category	6.1
Professional category	1.6
General Service and related categories	0.8
All staff	0.9

111. Turnover rates based on all reasons of departure:

	Percentage
Director category	13.0
Professional category	5.8
General Service and related categories	5.7
All staff	5.9

Observations

112. The Director category has a higher than normal turnover rate[28] owing to the generally higher age in this group.

113. For Professional and General Service staff, current retirement turnover rates are below normal (if current rates were to be maintained, replacement of present populations would take place after 30 years).

114. Turnover rates for all causes of attrition come much closer to standard rates (6 per cent).

115. Turnover rates indicate higher than normal departure rates in the Director group, which allows for frequent replacements (the group is presently renewing itself at a rate of just under 10 years). For Professional and General Service staff, present retirement rates are low, which is due to the present age configuration (low numbers in the 55 to 60 years age group).

E. Summary and highlights

116. Distributions of recruitments and separations by category have been consistent with existing staff distributions by category. Increases in the annual volume of Professional recruitment since 1990 have coincided with a decrease in recruitment in the General Service and related categories.

117. Female recruitment, and female recruitment progression rates, remained low over the past 10 years and showed a decreasing overall female share in recruitment, except for the rising number of female recruits in the Director

category. With the current trend, gender equality in the Director and Professional categories will not be achieved by the year 2000 as mandated by the General Assembly.

118. Retirement figures have remained lower than that which can be expected to be a "normal" turnover rate. This slows down the replacement of older Secretariat staff by young recruits. It also increases the average age of the remaining staff of the population.

119. Over the past 10 years, the number of resignations has exceeded the number of retirements. Of the resignations 70 per cent were from staff in the younger age brackets, lowering the possibility to replace higher level staff with experienced younger staff members. The Organization loses more than 60 staff at the P-1 to P-3 level every year.

120. The Directors group has a higher than normal turnover rate. For Professional and General Service and related staff, turnover rates for retirement were below the average.

III. FORECASTS

Expected retirements (1997-2001), data analysis

Overall staff

121. During the next five years 1,563 staff members will reach retirement age. This corresponds to an overall renewal rate of 13.8 per cent. An average of 312 people will retire every year with variations between 232 (in 1997) and 380 (in 2000) (see fig. 18).

122. Category breakdown. Of the retirees, 137 (8.8 per cent) are expected to come from the Director category, 498 (31.9 per cent) from the Professional category and 927 (59.3 per cent) from the General Service and related categories.

123. Gender breakdown. The majority of the retirees are men, averaging 984 (63 per cent), as opposed to 579 (37 per cent) female retirees. This situation will provide possibilities to achieve gender balance, particularly in the Director and Professional categories (90 per cent male versus 10 per cent female retirees in the Director group; and 72 per cent male versus 28 per cent female retirees in the Professional group).

124. Breakdown by department/office. The retirements reflect each department's demographic profile and vary between 208 expected retirements (in OCSS) and 6 expected retirements (in DAM/OUSG). Departments with the most expected retirements between 1997 and 2001 are OCSS (208), UNOG (184), ECA (99), DPI (96) and UNCTAD (84); the lowest retirement projections will be found in DAM/OUSG (6), UNON (7) and UNDCP (8).

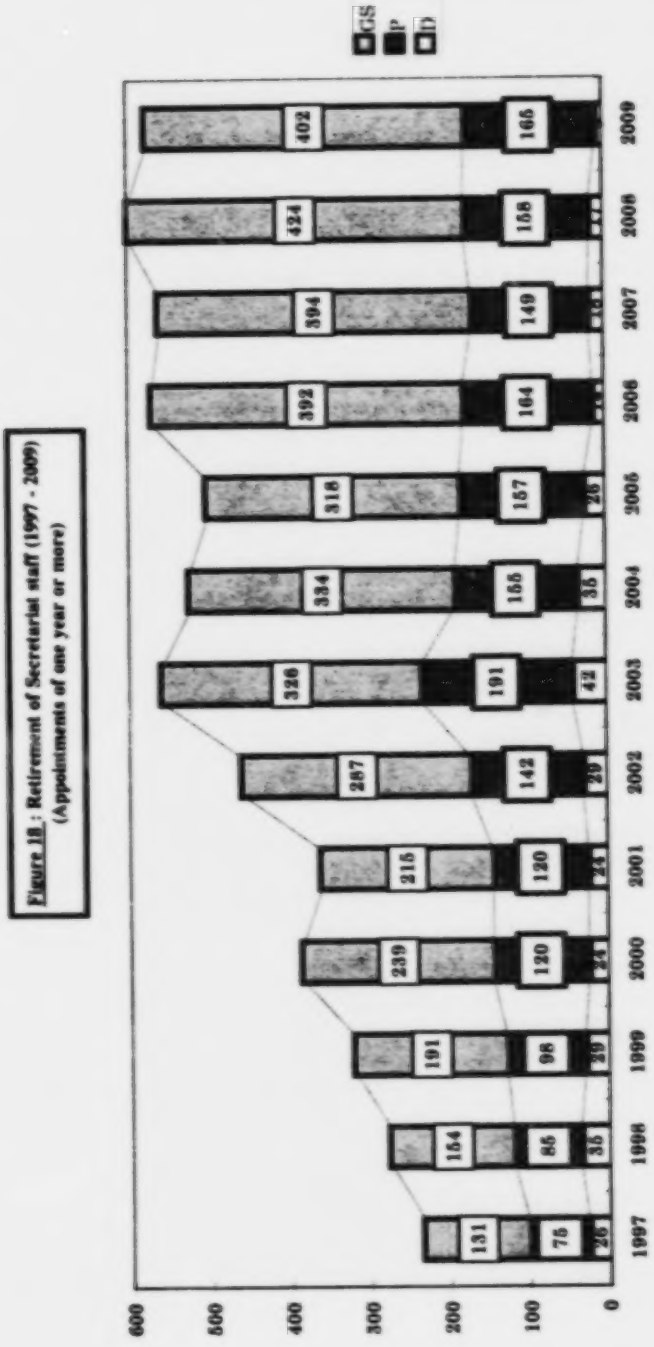

Figure 18.: Retirement of Secretariat staff (1997 - 2009)
(Appointments of one year or more)

125. Nationality breakdown. Two countries can expect more than 100 of their nationals to retire over the next five years: United States (182) and France (117). Five countries will have more than 50 but less than 100 retirements: United Kingdom (70), Philippines (61), Chile (58), Ethiopia (56) and Egypt (53). Nationals from 20 countries will retire with 10 or more but less than 50: Thailand (43), Russian Federation (42), Italy (30), Germany (26), Austria (24), Argentina (23), India (23), Spain (23), Algeria (15), Kenya (15), Mexico (15), Trinidad and Tobago (14), Australia (14), Pakistan (12), Ghana (11), Brazil (10), Denmark (10), Peru (10), Sweden (10) and Switzerland (10). Other countries will have between 1 and 9 retirements of their nationals.

Staff subject to geographical representation

126. For the 2,461 staff subject to geographical distribution (see fig. 19), the total number of expected retirements between 1997 and 2001 is 485, corresponding to a global renewal rate of 19.7 per cent. The breakdown by category is 126 (26 per cent) for the Director category and 359 (74 per cent) for the Professional category. Yearly renewal and replacement needs in the higher grades (D-2, D-1 and P-5) are 37 for 1997, 52 for 1998, 53 for 1999, 55 for 2000 and 60 for 2001.

127. Breakdown by department/office. Departments/offices expect to have higher than normal turnover rates: UNCTAD (49), ECA (41), DPI (44), ESCAP (30), DESIPA (22) and DPA (22). Departments/offices with higher than 40 per cent renewal and replacement needs in grades D-2, D-1 and P-5 for 1997-2001 include DAM/OCSS (D-2, 50 per cent; and D-1, 44 per cent), DAM/OHRM (D-2, 67 per cent), DDSMS (D-1, 67 per cent), DPA (D-2, 57 per cent), DPCSD (D-2, 60 per cent; and D-1, 50 per cent), DPI (D-2, 40 per cent; and P-5, 50 per cent), DPKO/FALD (D-1, 67 per cent), ECA (D-1, 86 per cent; and P-5, 48 per cent), ECLAC (D-1, 58 per cent; and P-5, 45 per cent), ESCAP (D-1, 64 per cent), HC/CHR (D-1, 100 per cent; and P-5, 44 per cent), OIOS (D-1, 50 per cent; and P-5, 56 per cent), OLA (D-2, 75 per cent; and D-1, 50 per cent), UNCTAD (D-1, 64 per cent; and P-5, 45 per cent), UNDCP (D-1, 100 per cent), UNEP (D-1, 100 per cent), UNOG (D-2, 50 per cent; and P-5, 44 per cent) and UNOV (D-2, 100 per cent).

Observations

128. From 1997 to 2001 an average of 300 staff members will retire annually. From 2002 this number will increase to 600 retirements, doubling the present retirement turnover rates. This will last until 2010 (see fig. 17). These changes, combined with new and higher replacement needs to offset departures, could disrupt personnel distribution levels and spreads of category, which should be avoided by careful career and succession planning.

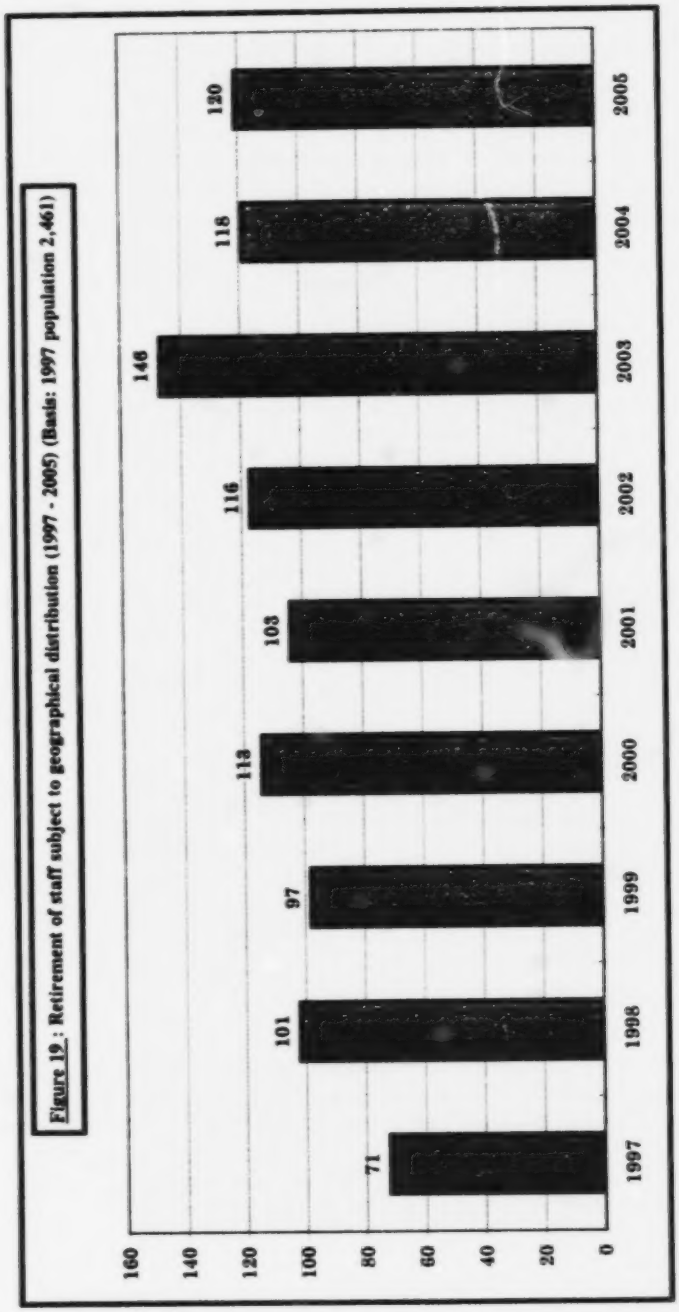

Figure 19 : Retirement of staff subject to geographical distribution (1997 - 2005) (Basis: 1997 population 2,461)

Notes

[1] Member States are unrepresented when none of their nationals is in a post subject to geographical distribution; under-represented when the number of their nationals in these posts is below the lower limit of their ranges; within range when the number of their nationals in these posts is within the limits of their ranges; and over-represented when the number of their nationals in these posts exceeds the upper limit of their ranges.

[2] In the compilation of statistics for the present report, an appointment to a post subject to geographical distribution is understood as the granting to a staff member of an appointment for one year or more, either through initial or other recruitment involving service for at least this period; or through the completion of at least one year of service in such a post.

[3] The figures cited in this paragraph are computed on the basis of the degree of representation of each Member State at the end of the previous reporting year, on 30 June 1996, as communicated to the General Assembly in the previous report of the Secretary-General on the composition of the Secretariat (A/51/421 and Corr.1 and 2).

[4] It should be noted that all staff considered in the following analysis (populations Nos. 1 to 4) populate posts financed by regular budget sources and by extrabudgetary sources.

[5] The span of management ratio indicates the proportion of staff in one category vis-à-vis the category immediately below. It illustrates the amplitude of supervision by one category of staff over another.

[6] Taking into consideration the year 1985 as a starting point (11,850 regular budget posts), the decrease of staff vis-à-vis the year 1997 (8,605 regular budget posts) is even greater: 27.4 per cent.

[7] This reflects the Secretariat's organizational situation prior to the reform proposals by the Secretary-General.

[8] Since 1 July 1997, the female representation at the Assistant Secretary-General/Under-Secretary-General level has further improved by the appointments of female staff as United Nations High Commissioner for Human Rights at the Under-Secretary-General level and the Assistant Secretary-General for Human Resources Management.

[9] The gender issue within the population of staff subject to geographical distribution has been reported on in paras. 29-35.

[10] Staff holding an appointment of one year or more, with the exclusion of certain groups (see population No. 1 in para. 41).

[11] The present analysis considers the global situation, taking into consideration the size of populations No. 1 (11,337) and No. 3 (4,280). The situation of staff subject to geographic representation has been discussed under part one of the present report.

[12] The traditional representation of the unrepresented and under-represented countries for staff subject to geographical representation comes under part one of the present report.

[13] The number of 16 unrepresented countries relates to population No. 1 (11,337), which includes all categories of staff. It is therefore not to be confused with the number of 25 unrepresented countries under part one of the report, which relates only to staff subject to geographical distribution (2,461 staff).

[14] This paragraph refers only to the nationality situation of staff subject to geographical distribution.

[15] Under the present paragraph permanent appointments will exclude staff on appointments which are, under other circumstances, assimilated with permanent appointments, that is to say probationary appointments and appointments of indefinite duration. Similarly, only fixed-term appointments with a duration equal or superior to one year have been considered, which excludes short-term appointments.

[16] For a definition of United Nations Headquarters and of the major duty stations, see section 1 of Secretary-General's bulletin ST/SGB/1997/5 of 12 September 1997.

[17] Established missions: United Nations Disengagement Observer Force, United Nations Truce Supervision Organization, United Nations Peacekeeping Force in Cyprus, United Nations Military Observer Group in India and Pakistan, United Nations Interim Force in Lebanon and the Office of the United Nations Special Coordinator in the Occupied Territories.

[18] Ages presented here refer to recruitments for all types of appointments (career, fixed term and short term).

[19] Length of service time (understood here as the time spent in the Organization since entry on duty, measured in years and fractions of years) is a primary indicator and measure of historic retention of staff (a major demographic factor), which has implications for overall staff demographics, career planning and replacement needs. Length of service time is also an indicator of the Organization's accumulated experience, potential and capacities.

[20] The relationship is an indicator of staff experience, accumulated capacities and staff replacement potentials.

[21] All numbers and figures used in section II are inclusive of all sources of funding (regular budget plus extrabudgetary).

[22] All human resources data presented and analysed under section II cover all types of appointments (permanent, fixed term and short term) under the 100, 200 and 300 series of the Staff Rules and are irrespective of the sources of funding (regular budget plus extrabudgetary).

[23] The breakdown does not include staff recruited for field missions.

[24] See A, para. 41, population No. 1 and also chart 3.

[25] Same as note 24, but applicable for separations.

[26] The numbers reported on include all recruitments and separations, for all types of appointments and all types of funding in the reference period.

[27] This number is somewhat different from the 55 persons deficit for the staff with appointments of one year or more; as appointments of all duration were considered here (larger population), the number can be expected to be somewhat larger.

[28] The "normal" or "standard" turnover rate is derived from the average length of service time personnel spend in an organization. The average length of service determines the yearly personnel numbers moving into and out of the Organization (e.g., if the average length of service in an Organization is 18 years, this would mean that, in order to guarantee good human resources renewal and under conditions of "no growth" of the staff, 1/18 part of the existing overall number of staff should leave the Organization every year and also be allowed to join it). This yearly number of people entering and leaving the Organization determines what is called "normal" or "standard" turnover rate.

ANNEX I

Statistical tables

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Table 1

TOTAL PROFESSIONAL AND HIGHER-LEVEL STAFF OF THE SECRETARIAT
HOLDING PERMANENT, PROBATIONARY OR FIXED-TERM APPOINTMENTS FOR ONE YEAR OR MORE
BY APPOINTMENT, STATUS AND REGION
(at 30 June 1997)

APPOINTMENT STATUS	AFRICA	ASIA & THE PACIFIC	EASTERN EUROPE	WESTERN EUROPE	LATIN AMERICA	MIDDLE EAST	NORTH AMERICA AND THE CARIBBEAN	OTHERS	TOTAL
GEOGRAPHICAL (1)	371	433	239	572	205	120	508	13	**2461**
LANGUAGE (2)	110	133	159	251	77	33	106	9	**878**
MISSION(3)	78	40	36	101	38	11	83	6	**393**
UNEP(4)	68	53	17	62	29	8	31	4	**292**
INTER-AGENCY(5)				3	3		4		**10**
PROJECTS(6)	1	1			1		2		**5**
ON LEAVE(7)	2	6	3	10			8		**29**
SECONDED(8)	3	5	1	17	4		4		**34**
TOTAL	**633**	**671**	**455**	**1036**	**357**	**172**	**746**	**32**	**4102**

1 - Staff subject to geographical distribution

2 - Staff with special language requirements.

3 - Staff specifically appointed for mission service.

4 - Staff specifically appointed for service with UNEP, UNCHS or UNON.

5 - Staff specifically appointed after inter-agency consultation to posts financed on an inter-agency basis.

6 - Staff detailed or assigned to a technical assistance project.

7 - Stafff on Special leave without pay.

8 - Staff on secondment to UNDP or other United Nations bodies.

Table 2

STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY OFFICE AND REGION
(at 30 June 1997)

APPOINTMENT STATUS	AFRICA	ASIA & THE PACIFIC	EASTERN EUROPE	WESTERN EUROPE	LATIN AMERICA	MIDDLE EAST	NORTH AMERICA AND THE CARIBBEAN	OTHERS	TOTAL
HEADQUARTERS(a)	163	261	142	293	89	47	364	2	**1361**
ECA	133	8	3	5	2		5		**156**
ECE	1	5	28	35	1	1	12	1	**84**
ECLAC	1	6	4	31	75	1	22		**140**
ESCAP	1	82	8	18	1	1	18		**129**
ESCWA	10	3	1	3	2	41	7	3	**70**
UNCTAD(b)	25	25	21	67	19	16	20	6	**199**
UNEP/UNCHS(b)	7	7	3	25	5	5	14		**66**
UNOG(c)	19	25	16	58	6	7	21	1	**153**
UNOV/UNDCP	11	11	13	37	5	1	25		**103**
TOTAL	**371**	**433**	**239**	**572**	**205**	**120**	**508**	**13**	**2461**

a - Including information centres.

b - Including liason offices at other duty stations.

c - Including the Office of the United Nations Disaster Relief Coordinator, the Centre for Human Rights and the Conference on Disarmament in Geneva.

Table 3

STAFF BY REGION, LEVEL AND SEX
(at 30 June 1997)

A. Staff subject to geographical distribution

Region	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Subtotal		Total	%
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Staff	Fem.
Africa	2		5		9	1	41	5	63	12	71	24	64	30	29	15			284	87	371	*23.5%*
Asia and the Pacific	5				6	2	23	7	43	22	60	48	57	61	46	53			240	193	433	*44.6%*
Eastern Europe	1				3		10		28	1	77	9	69	11	23	7			211	28	239	*11.7%*
Western Europe	6		2		17	4	41	14	67	29	90	50	94	69	40	48	1		358	214	572	*37.4%*
Latin America	2		2		4		12	5	26	12	30	20	23	20	30	19			129	76	205	*37.1%*
Middle East			2		1	2	10	3	18	8	31	8	11	13	8	5			81	39	120	*32.5%*
North America and the Caribbean	1	1	1	2	11	3	29	13	50	63	73	69	57	72	25	38			247	261	508	*51.4%*
Others							1		5	2	4	1							10	3	13	*23.1%*
Subtotal	*17*	*1*	*12*	*2*	*51*	*12*	*167*	*47*	*300*	*149*	*436*	*229*	*375*	*276*	*201*	*185*	*1*		*1560*	*901*	*2461*	*36.6%*
	94.4%	5.6%	85.7%	14.3%	81.0%	19.0%	78.0%	22.0%	66.8%	33.2%	65.6%	34.4%	57.6%	42.4%	52.1%	47.9%			63.4%	36.6%		
Total	18		14		63		214		449		665		651		386				2461			

B. Staff with special language requirements

Region	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Subtotal		Total	%
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Staff	Fem.
Africa									12	4	45	7	27	8	4	3			88	22	110	*20.0%*
Asia and the Pacific									12	4	39	8	48	19	2	1			101	32	133	*24.1%*
Eastern Europe									19		55	2	80	1	1	1			155	4	159	*2.5%*
Western Europe									22	27	56	61	27	43	7	8			112	139	251	*55.4%*
Latin America									9	9	10	14	13	19	2	1			34	43	77	*55.8%*
Middle East									5		7	3	9	5	2	2			23	10	33	*30.3%*
North America and the Caribbean									6	6	21	21	14	26	3	9			44	62	106	*58.5%*
Others										1	3	2	1	1		1			4	5	9	*55.6%*
Subtotal									*85*	*51*	*236*	*118*	*219*	*122*	*21*	*26*			*561*	*317*	*878*	*36.1%*
									62.5%	37.5%	66.7%	33.3%	64.2%	35.8%	44.7%	55.3%			63.9%	36.1%		
Total									136		354		341		47				878			

C. Total staff subject to geographical distribution and with special language requirements

	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Subtotal		Total	%
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Staff	Fem.
Subtotal	*17*	*1*	*12*	*2*	*51*	*12*	*167*	*47*	*385*	*200*	*672*	*347*	*594*	*398*	*222*	*211*	*1*		*2121*	*1218*	*3339*	*36.5%*
	94.4%	5.6%	85.7%	14.3%	81.0%	19.0%	78.0%	22.0%	65.8%	34.2%	65.9%	34.1%	59.9%	40.1%	51.3%	48.7%			63.5%	36.5%		
Grand Total	18		14		63		214		585		1019		992		433				3339			

Table 4

STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY NATIONALITY AND LEVEL, SHOWING NUMBER OF FEMALE STAFF (at 30 June 1997)

COUNTRY OF NATIONALITY	Total staff as at 30/6/96		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff as at 30/6/97		Mid-Point	Desirable Range
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	All	F		
Afghanistan	8										4		3		1						8		6 44	2-14
Albania	1														1						1		6 07	2-14
Algeria	14	2					1		4		5	2									12	2	8 87	4-14
Andorra																							5 99	2-14
Angola	1												1								1		6 24	2-14
Antigua and Barbuda	2	2										1						1			2	2	5 99	2-14
Argentina	19	9					1		2		5	3		3	2	2	1				19	8	13 79	9-19
Armenia	1																2				2		6 67	2-14
Australia	32	13					1		5	1	6	3	4	4	2	2	1	3			32	13	28 25	23-33
Austria	16	7							1	1	4	1	2		2	6					17	8	18 95	14-24
Azerbaijan																							7 65	3-14
Bahamas	5	4										1					1	3			5	4	6 14	2-14
Bahrain	1	1																1			1	1	6 15	2-14
Bangladesh	13								2		5		2		1		1				11		8 83	4-14
Barbados	5	3									1	1		2							4	3	5 99	2-14
Belarus	12										2		6		4						12		10 25	5-15
Belgium	20	6					1		2		5	3	2	2	2	2	2				21	7	21 08	16-26
Belize	1																1				1		5 99	2-14
Benin	6								1		1		2		2	1					7	1	6 12	2-14
Bhutan	4												2		1		1				4		6 03	2-14
Bolivia	3	1							1						1	1					3	1	6 16	2-14
Bosnia and Herzegovina																							6 09	2-14
Botswana	2	2																2			2	2	6 02	2-14
Brazil	31	11	1						1	1	3	2	4	3	7	3	4	3			32	12	33 61	29-39
Brunei Darussalam																							6 14	2-14
Bulgaria	8	1									1		2		5	1					9	1	7 23	2-14
Burkina Faso	7	1								1	3		1			1	1				7	2	6 23	2-14
Burundi	10	2											3	1	1		3	1			9	2	6 13	2-14
Cambodia	2	1											1			1					2	1	6 22	2 14
Cameroon	15	3							1		2	1	6		3	3					16	4	6 30	2-14
Canada	53	20		1				1	3	1	8	3	16	5	6	8	2	1			55	20	52 73	45-61
Cape Verde	3												1				2				3		6 00	2-14
Central African Republic	3												1		1		1				3		6 06	2-14
Chad	3										1		1		1						3		6 14	2-14
Chile	28	12					2		3	1		2	2	1	3	1	9	7			31	12	7 36	3-14
China	45	18	1				2		3	1	7	6	5	6	7	3		2			43	18	46 04	39-53

COUNTRY OF NATIONALITY	Total staff as at 30/6/96		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff as at 30/6/97		Mid-Point	Desirable Range
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	All	F		
Colombia	8	2									3		1		1	2					7	2	8 16	3-14
Comoros	1														1						1		6 00	2-14
Congo	3										1		1		2						4		6 05	2-14
Costa Rica	3	1									1				1	1					3	1	6 06	2-14
Côte d'Ivoire	11	2									1		3	1	5	1					11	2	6 32	2-14
Croatia	5	4												1		1	1	1			4	3	7 28	2-14
Cuba	9	2											2		3	1	2	1			9	2	6 85	2-14
Cyprus	5				1				2								1				4		6 30	2-14
Czech Republic	10	3									3		1	2	1	1	1				9	3	9 80	5-15
Democratic People's Republic of Korea																							7 15	2-14
Democratic Republic of the Congo	13	2							1		1		3	1	2	1					9	2	7 01	2-14
Denmark	14	4							1		2	2	3	1	4	1					14	4	16 66	12-21
Djibouti	1														1						1		6 00	2-14
Dominica	3	2												1				1			2	2	5 99	2-14
Dominican Republic	6	2									1		2	2			1				6	2	6 17	2-14
Ecuador	5	1										1			1		2				4	1	6 41	2-14
Egypt	14	3	1				1	1	4		1		2			1	1				12	2	8 42	4-14
El Salvador	4												2				2				4		6 12	2-14
Equatorial Guinea	3														1		1				2		6 00	2-14
Eritrea	2												1		1						2		6 07	2-14
Estonia	3	1															2	1			3	1	6 47	2-14
Ethiopia	29	7							1		2		2	1	6	2	8	5			27	8	7 31	3-14
Fiji	4	1							2												2		6 01	2-14
Finland	12	5							1		1		3	2	2	2	1				12	4	15 17	10-20
France	96	38	2				3	1	7	3	10	4	11	16	19	10	3	6	1		96	40	102 57	87-118
Gabon	2														1		1				2		6 02	2-14
Gambia	6	1			1		1		2		1			1							6	1	6 01	2-14
Georgia	3												1		2						3		7 60	3-14
Germany	131	42	1		1		1	2	8	3	17	6	25	7	22	17	11	10			131	45	142 35	121-164
Ghana	12	3	1						2		2		1	2	1	1					10	3	6 40	2-14
Greece	12	7										2	3	2		1		2			10	7	11 73	7-17
Grenada	3														1		2				3		5 99	2-14
Guatemala	7	1	1								2		1	1	2						7	1	6 38	2-14
Guinea	6	1			1		1				1				1	1	1				6	1	6 14	2-14
Guinea-Bissau	1																1				1		6 01	2-14

COUNTRY OF NATIONALITY	Total staff as at 30/6/96		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff as at 30/6/97		Mid-Point	Desirable Range
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	All	F		
Guyana	17	10					2			1	2	5	1	2	1			1			15	9	6 01	2-14
Haiti	6	4			1					1		1					1	1			5	3	6 16	2-14
Honduras	2														1		1				2		6 13	2-14
Hungary	7	1											3	1	1		2				7	1	8 16	3-14
Iceland	7								1				1		1		2				5		6 29	2-14
India	42	14	1						2		5	2	5	5	10	5	6	3			44	15	32 64	28-38
Indonesia	7	2	1						1							2	2				6	2	12 56	8-17
Iran (Islamic Republic of)	17	7								1	2	2	2	3	3	1					14	7	13 96	9-19
Iraq	11	2							2		1	1	3			1	1				9	2	8 40	4-14
Ireland	11	4			1				3		1		1	3	1	2					12	5	9 04	4-14
Israel	11	5							1			1	2	3	2		1	1			11	5	9 98	5-15
Italy	66	24	1				4		3	2	8	4	7	2	12	8	7	8			64	24	85 18	72-98
Jamaica	15	8				1	1						2		2	4	2	2			14	7	6 05	2-14
Japan	108	58	1					1	2	1	3	4	15	8	13	18	13	25			104	57	241 26	205-277
Jordan	15	3							1		1		8		2	4	2				18	4	6 11	2-14
Kazakhstan																							9 07	4-14
Kenya	13	4							2		3		3	2	1	1		1			13	4	6 69	2-14
Kuwait																							8 70	4-14
Kyrgyzstan																							6 39	2-14
Lao People's Democratic Republic	1																						6 10	2-14
Latvia	1	1																					7 09	2-14
Lebanon	18	6			1				1		5	1	3		1	4	1				17	5	6 06	2-14
Lesotho	7	5										1	1	1	1	1		1			6	4	6 03	2-14
Liberia	10	4							1		2	1	1	1	1	1		1			9	4	6 05	2-14
Libyan Arab Jamahiriya	4								1		2		2								5		8 93	4-14
Liechtenstein																							5 99	2-14
Lithuania	3	2															1	2			3	2	7 12	2-14
Luxembourg	3	1													2	1					3	1	6 89	2-14
Madagascar	7	1									1		4	1			1				7	1	6 33	2-14
Malawi	8	1									2	1	2		3						8	1	6 21	2-14
Malaysia	12	3							1		3			3	1						8	3	8 39	4-14
Maldives																							5 99	2-14
Mali	10										3		2		3		1				9		6 24	2-14
Malta	4								3		1										4		6 00	2-14
Marshall Islands																							5 99	2-14

COUNTRY OF NATIONALITY	Total staff as at 30/6/96		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff as at 30/6/97		Mid-Point	Desirable Range
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	All	F		
Mauritania	4										1				3						4		6.04	2-14
Mauritius	8				1		1		1		4				1						8		6.01	2-14
Mexico	26	12									4	1	5	3		4	2	2			21	10	19.82	15-25
Micronesia (Federated States of)																							5.99	2-14
Monaco																							5.99	2-14
Mongolia	3	2														1	1	1			3	2	6.04	2-14
Morocco	9	3							2		1	1	2	1		1					8	3	6.93	2-14
Mozambique	1																						6.39	2-14
Myanmar	6	1								1	1		2		1						5	1	7.09	2-14
Namibia	2	1															1	1			2	1	6.02	2-14
Nepal	7										1		5								6		5.50	2-14
Netherlands	32	6					1	1	2		4		6	1	12	2	1	2			32	6	29.82	25-35
New Zealand	9	5						1	1	1	1	1			1	2	1				9	5	9.49	5-14
Nicaragua	7	4							1			1	1				1	3			7	4	6.09	2-14
Niger	5	3								1	1	1			1			1			5	3	6.20	2-14
Nigeria	17	3							3	1	5		2		2	3	1				17	4	10.09	5-15
Norway	8	4											1		2	1		2			6	3	14.26	9-19
Oman	2	1					1			1											2	1	6.48	2-14
Pakistan	14	3	1				2		1		1	1	6	1	2	1		1			17	4	9.79	5-15
Palau																							5.99	2-14
Panama	1						1								1						2		6.05	2-14
Papua New Guinea	2														2		1				3		6.08	2-14
Paraguay	2									1			1				1				3	1	6.10	2-14
Peru	17	6			1				1	1	4		3	3		2	2				17	6	7.29	2-14
Philippines	71	41								1	6	4	9	13	8	13	7	7			68	38	8.35	4-14
Poland	15	1									1		8	1	2		1				13	1	11.67	7-16
Portugal	7	3										1	1	1			3	1			7	3	10.23	5-15
Qatar	1														1						1		6.45	2-14
Republic of Korea	16	7												1	2	1	6	5			15	7	19.09	14-24
Republic of Moldova																							7.13	2-14
Romania	4						1						1				2				4		8.61	4-14
Russian Federation	132	14	1				1		8		16	1	44	4	41	6	8	3			129	14	72.82	62-84
Rwanda	3	2												1	1	1	2				5	2	6.17	2-14
Saint Kitts and Nevis	4	4														1	2	3			6	4	5.99	2-14
Saint Lucia	3	1											1		1	1					3	1	5.99	2-14

COUNTRY OF NATIONALITY	Total staff as at 30/6/96		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff as at 30/6/97		Mid-Point	Desirable Range
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	All	F		
Saint Vincent and the Grenadines	5	2											1	1			1	1			4	2	5.99	2-14
Samoa	1														1						1		5.99	2-14
San Marino																							5.99	2-14
Sao Tome and Principe																							5.99	2-14
Saudi Arabia	8	5						1		1			1	1		1	2	1			8	5	16.80	12-22
Senegal	14	5			1		1		1			1	2	2	4	2					14	5	6.18	2-14
Seychelles	2												1		1						2		5.99	2-14
Sierra Leone	11	2							2		2		3	2	1						10	2	6.09	2-14
Singapore	10	6							1	1	1	1	1	2		2					9	6	7.99	3-14
Slovakia	5												1		2		2				5		7.16	2-14
Slovenia	1										1										1		6.92	2-14
Solomon Islands																							6.00	2-14
Somalia	8	2							1		2	1	1	1	2						8	2	6.21	2-14
South Africa	4	2												1	2	2					5	3	11.57	7-16
Spain	37	15					1		1			2	8	2	6	5	5	8			38	17	42.13	36-48
Sri Lanka	8	4					1		1					1	1	1	1	1			7	3	6.42	2-14
Sudan	8								2		2		3		1	1	1				10	1	6.69	2-14
Suriname	1	1														1					1	1	6.00	2-14
Swaziland	2														1						1		6.01	2-14
Sweden	22	9	1				1			2	5	1	3	5	1	1	1				21	9	24.32	20-29
Syrian Arab Republic	8	2									1		4		1	1		2			9	3	6.91	2-14
Tajikistan																							6.28	2-14
Thailand	28	16							1		1		2	4	3	8	5	4			28	16	9.20	4-14
The former Yugoslav Republic of Macedonia																	1				1		6.04	2-14
Togo	5								1				3				1				5		6.08	2-14
Trinidad and Tobago	18	10										3	5	3	1		2	5			19	11	6.31	2-14
Tunisia	14	1			1		1		2	1	3	1	2		1		1	1			14	3	6.50	2-14
Turkey	11	4						1	1		4	2	2			1					11	4	12.96	8-18
Turkmenistan																							6.38	2-14
Uganda	13	5					1		2	1	2		2	1		3		1			13	6	6.48	2-14
Ukraine	23	1							1		3		9		9	1					23	1	23.28	18-28
United Arab Emirates	1	1												1							1	1	8.70	4-14
United Kingdom of Great Britain and Northern Ireland	78	30	1				5		8	3	11	3	13	6	6	10	4	9			79	31	86.24	73-99
United Republic of Tanzania	13	4					1		2		2	1	2	2	1	1					12	4	6.68	2-14

COUNTRY OF NATIONALITY	Total staff as at 30/6/96		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff as at 30/6/97		Mid-Point	Desirable Range
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	All	F		
United States of America	378	187	1		1	1	8	2	26	11	39	49	47	55	45	58	12	20			375	196	383 39	326-441
Uruguay	10	1							2		3		4	1							10	1	6 51	2-14
Uzbekistan																							8 31	4-14
Vanuatu																							5 99	2-14
Venezuela	12	8							1			1	2	3		2	1	2			12	8	11 25	6-16
Viet Nam	5	2											1		1	1		1			4	2	7 74	3-14
Yemen	8	1							2			1	3								6	1	6 29	2-14
Yugoslavia	10	1					1		1		1		1		1	1	4				10	1	7 58	3-14
Zambia	7								1		2		1		2						6		6 21	2-14
Zimbabwe	7	1							1		1		3	1	1	1					8	2	6 26	2-14
Subtotal	**2498**	**879**	**17**	**1**	**12**	**2**	**51**	**12**	**166**	**47**	**293**	**147**	**432**	**228**	**375**	**276**	**201**	**185**	**1**		**2448**	**899**		
OTHERS											2		2								4			
Stateless	4										3	2	2	1							9	3		
Switzerland	12	3							1												13	3		
Subtotal	**16**	**3**							**1**		**5**	**2**	**4**	**1**										
Total	**2514**	**882**	**17**	**1**	**12**	**2**	**51**	**12**	**167**	**47**	**300**	**149**	**436**	**229**	**375**	**276**	**201**	**185**	**1**		**2461**	**901**		

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Table 5

A. Staff subject to geographical distribution by nationality and type of appointment (at 30 June 1996 and 30 June 1997)

Country of Nationality	30 June 1996					30 June 1997				
	Type of Appointment				Percentage of fixed-term	Type of Appointment				Percentage of fixed-term
	Permanent	Probationary	Fixed-term	Total		Permanent	Probationary	Fixed-term	Total	
Afghanistan	7		1	8	12.5%	7		1	8	12.5%
Albania			1	1	100.0%			1	1	100.0%
Algeria	13		1	14	7.1%	12			12	
Andorra										
Angola	1			1		1			1	
Antigua and Barbuda	2			2		2			2	
Argentina	16		3	19	15.8%	15		4	19	21.1%
Armenia		1		1			2		2	
Australia	23		9	32	28.1%	20		12	32	37.5%
Austria	15		1	16	6.3%	15		2	17	11.8%
Azerbaijan										
Bahamas	1	4		5		2	3		5	
Bahrain			1	1	100.0%			1	1	100.0%
Bangladesh	9		4	13	30.8%	8		3	11	27.3%
Barbados	5			5		4			4	
Belarus	11		1	12	8.3%	11		1	12	8.3%
Belgium	17		3	20	15.0%	16		5	21	23.8%
Belize	1			1		1			1	
Benin	3		3	6	50.0%	4		3	7	42.9%
Bhutan	4			4		4			4	
Bolivia	2		1	3	33.3%	2		1	3	33.3%
Bosnia and Herzegovina										
Botswana			2	2	100.0%			2	2	100.0%
Brazil	23		8	31	25.8%	23		9	32	28.1%
Brunei Darussalam										
Bulgaria	5		3	8	37.5%	5		4	9	44.4%
Burkina Faso	3		4	7	57.1%	3		4	7	57.1%
Burundi	9		1	10	10.0%	8		1	9	11.1%
Cambodia	1		1	2	50.0%	1		1	2	50.0%
Cameroon	7		8	15	53.3%	7		9	16	56.3%
Canada	31		22	53	41.5%	29	1	25	55	45.5%
Cape Verde	1	2		3		2	1		3	
Central African Republic	3			3		3			3	
Chad	3			3		3			3	
Chile	27		1	28	3.6%	27		4	31	12.9%
China	26		19	45	42.2%	22	1	20	43	46.5%
Colombia	5		3	8	37.5%	4		3	7	42.9%
Comoros	1			1		1			1	
Congo	3			3		3		1	4	25.0%
Costa Rica	2		1	3	33.3%	2		1	3	33.3%
Côte d'Ivoire	10		1	11	9.1%	10		1	11	9.1%
Croatia	1	2	2	5	40.0%	2	1	1	4	25.0%
Cuba	7		2	9	22.2%	7		2	9	22.2%
Cyprus	3		2	5	40.0%	2		2	4	50.0%
Czech Republic	7		3	10	30.0%	6		3	9	33.3%
Democratic People's Republic of Korea										
Democratic Republic of the Congo	11		2	13	15.4%	7		2	9	22.2%
Denmark	9		5	14	35.7%	9		5	14	35.7%
Djibouti			1	1	100.0%			1	1	100.0%
Dominica		1	2	3	66.7%		1	1	2	50.0%

Country of Nationality	30 June 1996					30 June 1997				
	Type of Appointment				Percentage of fixed-term	Type of Appointment				Percentage of fixed-term
	Permanent	Probationary	Fixed-term	Total		Permanent	Probationar	Fixed-term	Total	
Dominican Republic	6			6		6			6	
Ecuador	2	1	2	5	40.0%	2	1	1	4	25.0%
Egypt	7		7	14	50.0%	7		5	12	41.7%
El Salvador	3	1		4		3	1		4	
Equatorial Guinea	3			3		2			2	
Eritrea		1	1	2	50.0%	1		1	2	50.0%
Estonia		3		3		1	2		3	
Ethiopia	25		4	29	13.8%	22		5	27	18.5%
Fiji	2		2	4	50.0%			2	2	100.0%
Finland	5	2	5	12	41.7%	7		5	12	41.7%
France	72		24	96	25.0%	71	1	24	96	25.0%
Gabon			2	2	100.0%	1		1	2	50.0%
Gambia	4		2	6	33.3%	4		2	6	33.3%
Georgia	1		2	3	66.7%	1		2	3	66.7%
Germany	105	10	16	131	12.2%	105	11	15	131	11.5%
Ghana	5		7	12	58.3%	4		6	10	60.0%
Greece	11		1	12	8.3%	10			10	
Grenada	2	1		3		2	1		3	
Guatemala	3		4	7	57.1%	3		4	7	57.1%
Guinea	3		3	6	50.0%	3		3	6	50.0%
Guinea-Bissau			1	1	100.0%			1	1	100.0%
Guyana	15		2	17	11.8%	14		1	15	6.7%
Haiti	4	1	1	6	16.7%	3	1	1	5	20.0%
Honduras	2			2		2			2	
Hungary	4		3	7	42.9%	4		3	7	42.9%
Iceland	7			7		5			5	
India	30		12	42	28.6%	29		15	44	34.1%
Indonesia	4	1	2	7	28.6%	3	1	2	6	33.3%
Iran (Islamic Republic of)	13		4	17	23.5%	11		3	14	21.4%
Iraq	7		4	11	36.4%	6		3	9	33.3%
Ireland	7		4	11	36.4%	8		4	12	33.3%
Israel	9		2	11	18.2%	9		2	11	18.2%
Italy	49	4	13	66	19.7%	49	1	14	64	21.9%
Jamaica	15			15		13		1	14	7.1%
Japan	73	20	15	108	13.9%	73	18	13	104	12.5%
Jordan	9		6	15	40.0%	10		7	18	38.9%
Kazakhstan										
Kenya	9		4	13	30.8%	9		4	13	30.8%
Kuwait										
Kyrgyzstan										
Lao People's Democratic Republic	1			1						
Latvia		1		1						
Lebanon	16		2	18	11.1%	15		2	17	11.8%
Lesotho	6		1	7	14.3%	5		1	6	16.7%
Liberia	8		2	10	20.0%	8		1	9	11.1%
Libyan Arab Jamahiriya	3		1	4	25.0%	4		1	5	20.0%
Liechtenstein										
Lithuania		3		3		2	1		3	
Luxembourg	3			3		3			3	
Madagascar	7			7		7			7	

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Country of Nationality	30 June 1996					30 June 1997				
	Type of Appointment				Percentage of fixed-term	Type of Appointment				Percentage of fixed-term
	Permanent	Probationary	Fixed-term	Total		Permanent	Probationar	Fixed-term	Total	
Malawi	5		3	8	37.5%	5		3	8	37.5%
Malaysia	11		1	12	8.3%	8			8	
Maldives										
Mali	8		2	10	20.0%	7		2	9	22.2%
Malta	3		1	4	25.0%	3		1	4	25.0%
Marshall Islands										
Mauritania	3		1	4	25.0%	3		1	4	25.0%
Mauritius	8			8		7		1	8	12.5%
Mexico	19		7	26	26.9%	16		5	21	23.8%
Micronesia (Federated States of)										
Monaco										
Mongolia	1	2		3		2	1		3	
Morocco	9			9		8			8	
Mozambique			1	1	100.0%					
Myanmar	6			6		5			5	
Namibia		2		2		1	1		2	
Nepal	5		2	7	28.6%	5		3	8	37.5%
Netherlands	23		9	32	28.1%	24		8	32	25.0%
New Zealand	8	1		9		9			9	
Nicaragua	5	1	1	7	14.3%	6		1	7	14.3%
Niger	2		3	5	60.0%	2		3	5	60.0%
Nigeria	10		7	17	41.2%	9		8	17	47.1%
Norway	8			8		6			6	
Oman	2			2		2			2	
Pakistan	6		8	14	57.1%	7		10	17	58.8%
Palau										
Panama	1			1		1		1	2	50.0%
Papua New Guinea	2			2		2	1		3	
Paraguay	1	1		2		2	1		3	
Peru	15		2	17	11.8%	15		2	17	11.8%
Philippines	69		2	71	2.8%	65		3	68	4.4%
Poland	6		9	15	60.0%	6		7	13	53.8%
Portugal	3	3	1	7	14.3%	4	2	1	7	14.3%
Qatar			1	1	100.0%			1	1	100.0%
Republic of Korea	5	8	3	16	18.8%	10	4	1	15	6.7%
Republic of Moldova										
Romania	3		1	4	25.0%	3		1	4	25.0%
Russian Federation	71		61	132	46.2%	71		58	129	45.0%
Rwanda		1	2	3	66.7%		2	3	5	60.0%
Saint Kitts and Nevis	2		2	4	50.0%	2	2	2	6	33.3%
Saint Lucia	2		1	3	33.3%	2		1	3	33.3%
Saint Vincent and the Grenadines	3		2	5	40.0%	3		1	4	25.0%
Samoa	1			1		1			1	
San Marino										
Sao Tome and Principe										
Saudi Arabia	5	2	1	8	12.5%	7		1	8	12.5%
Senegal	9		5	14	35.7%	9		5	14	35.7%
Seychelles	2			2		2			2	
Sierra Leone	8		3	11	27.3%	7		3	10	30.0%
Singapore	8		2	10	20.0%	9			9	

Country of Nationality	30 June 1996					30 June 1997				
	Type of Appointment				Percentage of fixed-term	Type of Appointment				Percentage of fixed-term
	Permanent	Probationary	Fixed-term	Total		Permanent	Probationar	Fixed-term	Total	
Slovakia	5			5		5			5	
Slovenia	1			1		1			1	
Solomon Islands										
Somalia	6		2	8	25.0%	6		2	8	25.0%
South Africa	3		1	4	25.0%	3		2	5	40.0%
Spain	20	9	8	37	21.6%	26	3	9	38	23.7%
Sri Lanka	5		3	8	37.5%	4		3	7	42.9%
Sudan	8			8		7		3	10	30.0%
Suriname			1	1	100.0%			1	1	100.0%
Swaziland	1		1	2	50.0%			1	1	100.0%
Sweden	14		8	22	36.4%	13		8	21	38.1%
Syrian Arab Republic	5		3	8	37.5%	4		5	9	55.6%
Tajikistan										
Thailand	23		5	28	17.9%	23		5	28	17.9%
The former Yugoslav Republic of Macedonia								1	1	100.0%
Togo	3		2	5	40.0%	3		2	5	40.0%
Trinidad and Tobago	15		3	18	16.7%	14		5	19	26.3%
Tunisia	13		1	14	7.1%	10		4	14	28.6%
Turkey	10		1	11	9.1%	10		1	11	9.1%
Turkmenistan										
Uganda	8		5	13	38.5%	7		6	13	46.2%
Ukraine	18		5	23	21.7%	18		5	23	21.7%
United Arab Emirates	1			1		1			1	
United Kingdom of Great Britain and Northern Ireland	59		19	78	24.4%	57		22	79	27.8%
United Republic of Tanzania	13			13		12			12	
United States of America	279	4	95	378	25.1%	270	6	99	375	26.4%
Uruguay	4		6	10	60.0%	4		6	10	60.0%
Uzbekistan										
Vanuatu										
Venezuela	6	3	3	12	25.0%	6	3	3	12	25.0%
Viet Nam	3	1	1	5	20.0%	2	1	1	4	25.0%
Yemen	8			8		6			6	
Yugoslavia	8		2	10	20.0%	8		2	10	20.0%
Zambia	7			7		6			6	
Zimbabwe	5		2	7	28.6%	5		3	8	37.5%
Subtotal	*1797*	*97*	*604*	*2498*	*24.2%*	*1744*	*76*	*627*	*2448*	*25.6%*
Others										
Stateless	3		1	4	25.0%	3		1	4	25.0%
Switzerland	9		3	12	25.0%	8		1	9	11.1%
Subtotal	12		4	16	25.0%	11		2	13	15.4%
TOTAL	1809	97	608	2514	24.2%	1755	76	629	2461	25.6%

B. Staff subject to geographical distribution by region and type of appointment (at 30 June 1996 and 30 June 1997)

Region	30 June 1996					30 June 1997				
	Type of Appointment				Percentage of fixed-term	Type of Appointment				Percentage of fixed-term
	Permanent	Probationary	Fixed-term	Total		Permanent	Probationary	Fixed-term	Total	
Africa	279	6	99	**384**	25.8%	260	4	107	**371**	28.8%
Asia and the Pacific	326	33	91	**450**	20.2%	312	27	94	**433**	21.7%
Eastern Europe	141	10	93	**244**	38.1%	144	6	89	**239**	37.2%
Western Europe	430	28	118	**576**	20.5%	431	18	123	**572**	21.5%
Latin America	153	8	46	**207**	22.2%	149	7	49	**205**	23.9%
Middle East	95	2	28	**125**	22.4%	90		29	**120**	24.2%
North America and the Caribbean	373	10	129	**512**	25.2%	358	14	136	**508**	26.8%
Others	12		4	**16**	25.0%	11		2	**13**	15.4%
Total	**1809**	**97**	**608**	**2514**	**24.2%**	**1755**	**76**	**629**	**2461**	**25.6%**

Table 6

A. Appointments subject to geographical distribution by nationality and level, showing number of female staff

(1 July 1996 - 30 June 1997)

COUNTRY OF NATIONALITY	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total Staff	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	All	F
Argentina													1						1	
Armenia															2				2	
Australia					1				2	1	1								5	1
Austria														1					1	1
Belgium									1	1									2	1
Burkina Faso								1											1	1
Cameroon										1									1	1
Canada						1							2						3	1
Chile													2						2	
China	1											1				1			3	2
Egypt							1												1	
El Salvador															1				1	
Finland													1						1	
France	1											1				2	1		5	3
Germany										1						2			3	3
India														1					1	1
Indonesia							1												1	
Italy										1			1						2	1
Japan						1									5	3			9	4
Kenya														1					1	1
Nigeria								1											1	1
Pakistan														1					1	1
Panama					1														1	
Papua New Guinea															1				1	
Poland											1								1	
Republic of Korea																1			1	1
Russian Federation													2		1				3	
Rwanda													1		1				2	
Saint Kitts and Nevis															2				2	
South Africa														1					1	1
Spain													1			2			3	2
Sudan							1												1	
Sweden												1							1	1
Syrian Arab Republic											1					1			2	1
Thailand											1								1	
The former Yugoslav Republic of Macedonia															1				1	
Trinidad and Tobago											1								1	
Tunisia								1								1			2	2
Uganda														1					1	1
United Kingdom of Great Britain and Northern Ireland	1										3	1	1						6	1
United States of America					1		1	3			1	1	3	1	1	1			13	5
Venezuela															1				1	
TOTAL	3				1	2	3	5	3	3	5	9	5	15	7	16	14	1	93	38

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B. Appointments subject to geographical distribution by region and level, showing number of female staff

(1 July 1996 - 30 June 1997)

Region	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total Staff	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	All	F
Africa							2	3		1			1	3	1	1			12	8
Asia and the Pacific	1				1	1	1		2	1	2	1		2	6	5			23	10
Eastern Europe											1		2		4				7	
Western Europe	2								1	3	3	3	4	1		6	1		24	13
Latin America					1								3		2				6	
Middle East											1					1			2	1
North America and the Caribbean				1		2	3				2	1	5	1	3	1			19	6
TOTAL	3			1	2	3	6	3	3	5	9	5	15	7	16	14	1		93	38

Table 7

CHANGES IN STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY NATIONALITY AND TYPE OF APPOINTMENT, SHOWING NUMBER OF FEMALE STAFF

(1 July 1996 - 30 June 1997)

Country of Nationality	No. of staff as at 30/6/96		APPOINTMENTS						SEPARATIONS a/						Other staff Changes b/		No. of staff as at 30/6/97	
			Career		Non-career		Total		Career		Non-career		Total					
	ALL	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
Afghanistan	8																8	
Albania	1																1	
Algeria	14	2													-2		12	2
Andorra																		
Angola	1																1	
Antigua and Barbuda	2	2															2	2
Argentina	19	9			1		1				2		2		1	-1	19	8
Armenia	1		2				2								-1		2	
Australia	32	13			5	1	5	1	1	1			1	1	-4		32	13
Austria	16	7			1	1	1	1	1				1		1		17	8
Azerbaijan																		
Bahamas	5	4															5	4
Bahrain	1	1															1	1
Bangladesh	13								1		1		2				11	
Barbados	5	3							1				1				4	3
Belarus	12																12	
Belgium	20	6			2	1	2	1	1				1				21	7
Belize	1																1	
Benin	6														1	1	7	1
Bhutan	4																4	
Bolivia	3	1															3	1
Bosnia and Herzegovina																		
Botswana	2	2															2	2
Brazil	31	11													1	1	32	12
Brunei Darussalam																		
Bulgaria	8	1													1		9	1
Burkina Faso	7	1			1	1	1	1							-1		7	2
Burundi	10	2							1								9	2
Cambodia	2	1							1						1		2	1
Cameroon	15	3			1	1	1	1									16	4
Canada	53	20			3	1	3	1	2		1				2	-1	55	20
Cape Verde	3																3	
Central African Republic	3																3	
Chad	3																3	
Chile	28	12			2		2		3	1			3	1	4	1	31	12
China	45	18	1	1	2	1	3	2	5	2	1		6	2	1		43	18
Colombia	8	2													-1		7	2
Comoros	1																1	
Congo	3														1		4	
Costa Rica	3	1															3	1
Côte d'Ivoire	11	2			1		1				1		1				11	2
Croatia	5	4									1	1	1	1			4	3
Cuba	9	2															9	2
Cyprus	5								1				1				4	
Czech Republic	10	3													-1		9	3
Democratic People's Republic of Korea																		
Democratic Republic of the Congo	13	2			1		1		4		1		5				9	2
Denmark	14	4															14	4
Djibouti	1																1	
Dominica	3	2									1		1				2	2

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Country of Nationality	No. of staff as at 30/6/96		APPOINTMENTS						SEPARATIONS a/						Other staff Changes b/		No. of staff as at 30/6/97	
			Career		Non-career		Total		Career		Non-career		Total					
	ALL	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
Dominican Republic	6	2															6	2
Ecuador	5	1			1		1				2		2				4	1
Egypt	14	3			1		1				3	1	3	1			12	2
El Salvador	4		1				1		1				1				4	
Equatorial Guinea	3														-1		2	
Eritrea	2								1				1		1		2	
Estonia	3	1															3	1
Ethiopia	29	7							1				1		1	1	27	8
Fiji	4	1							2	1			2	1			2	
Finland	12	5			1		1				1		1			-1	12	4
France	96	38	1	1	5	3	6	4	5	2	3	1	8	3	2	1	96	40
Gabon	2																2	
Gambia	6	1															6	1
Georgia	3																3	
Germany	131	42	2	2	1	1	3	3	4		2		6		3		131	45
Ghana	12	3													-2		10	3
Greece	12	7							1		1	1	2	1		1	10	7
Grenada	3																3	
Guatemala	7	1															7	1
Guinea	6	1							1				1		1		6	1
Guinea-Bissau	1																1	
Guyana	17	10							1				1		-1	-1	15	9
Haiti	6	4							2	1			2	1	1		5	3
Honduras	2																2	
Hungary	7	1							1				1		1		7	1
Iceland	7								2				2				5	
India	42	14			1	1	1	1	2	1			2	1	3	1	44	15
Indonesia	7	2			1		1		1		1		2				6	2
Iran (Islamic Republic of)	17	7			1	1	1	1	2		3	2	5	2	1	1	14	7
Iraq	11	2							1				1		-1		9	2
Ireland	11	4							1				1		2	1	12	5
Israel	11	5															11	5
Italy	66	24			3	1	3	1	3		2	1	5	1			64	24
Jamaica	15	8							3	1			3	1	2		14	7
Japan	108	58	7	3	2	1	9	4	6	2	2	1	8	3	-5	-2	104	57
Jordan	15	3													3	1	18	4
Kazakhstan																		
Kenya	13	4			1	1	1	1							-1	-1	13	4
Kuwait																		
Kyrgyzstan																		
Lao People's Democratic Republic	1								1				1					
Latvia	1	1							1	1			1	1				
Lebanon	18	6							1	1			1	1			17	5
Lesotho	7	5													-1	-1	6	4
Liberia	10	4									1		1				9	4
Libyan Arab Jamahiriya	4														1		5	
Liechtenstein									1	1			1	1	1	1		
Lithuania	3	2															3	2
Luxembourg	3	1															3	1
Madagascar	7	1															7	1
Malawi	8	1															8	1

Country of Nationality	No. of staff as at 30/6/96		APPOINTMENTS						SEPARATIONS a/						Other staff Changes b/		No. of staff as at 30/6/97	
			Career		Non-career		Total		Career		Non-career		Total					
	ALL	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
Malaysia	12	3							3				3		-1		8	3
Maldives																		
Mali	10								1				1				9	
Malta	4																4	
Marshall Islands																		
Mauritania	4																4	
Mauritius	8																8	
Mexico	26	12							2	1	1	1	3	2	-2		21	10
Micronesia (Federated States of)																		
Monaco																	3	2
Mongolia	3	2							1				1				8	3
Morocco	9	3									1		1					
Mozambique	1								1				1				5	1
Myanmar	6	1															2	1
Namibia	2	1													1		8	
Nepal	7																32	6
Netherlands	32	6															9	5
New Zealand	9	5															7	4
Nicaragua	7	4															5	3
Niger	5	3													-1		17	4
Nigeria	17	3			1	1	1	1									6	3
Norway	8	4							2	1			2	1			2	1
Oman	2	1													2		17	4
Pakistan	14	3			1	1	1	1										
Palau																	2	
Panama	1				1		1										3	
Papua New Guinea	2		1				1								1	1	3	1
Paraguay	2																17	6
Peru	17	6							3	2			3	2		-1	68	38
Philippines	71	41			2		2				3		3		-1		13	1
Poland	15	1															7	3
Portugal	7	3															1	
Qatar	1														-2	-1	15	7
Republic of Korea	16	7	1	1			1	1										
Republic of Moldova																	4	
Romania	4										4		4		-2		129	14
Russian Federation	132	14			3		3										5	2
Rwanda	3	2	1		1		2										6	4
Saint Kitts and Nevis	4	4	2				2										3	1
Saint Lucia	3	1																
Saint Vincent and the Grenadines	5	2													1		4	2
Samoa	1																1	
San Marino																		
Sao Tome and Principe																	8	5
Saudi Arabia	8	5															14	5
Senegal	14	5															2	
Seychelles	2																10	2
Sierra Leone	11	2							1				1				9	6
Singapore	10	6									1		1				5	
Slovakia	5																	

Country of Nationality	No. of staff as at 30/6/96		APPOINTMENTS						SEPARATIONS a/						Other staff Changes b/		No. of staff as at 30/6/97	
			Career		Non-career		Total		Career		Non-career		Total					
	ALL	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
Slovenia	1																1	
Solomon Islands																		
Somalia	8	2															8	2
South Africa	4	2			1	1	1	1	1		1		2		2		5	3
Spain	37	15	2	1	1	1	3	2	1	1	1		2	1		1	38	17
Sri Lanka	8	4							2	1			2	1	1		7	3
Sudan	8				1		1								1	1	10	1
Suriname	1	1															1	1
Swaziland	2								1				1				1	
Sweden	22	9			1	1	1	1	1		1		2			1	21	9
Syrian Arab Republic	8	2			2	1	2	1	2				2		1		9	3
Tajikistan																		
Thailand	28	16			1		1		1		1		2		1		28	16
The former Yugoslav Republic of Macedonia					1		1										1	
Togo	5																5	
Trinidad and Tobago	18	10			1		1		1		1		2		2	1	19	11
Tunisia	14	1			2	2	2	2	1				1		1		14	3
Turkey	11	4															11	4
Turkmenistan																		
Uganda	13	5			1	1	1	1	1				1				13	6
Ukraine	23	1							1				1		1		23	1
United Arab Emirates	1	1															1	1
United Kingdom of Great Britain and Northern Ireland	78	30			7	1	7	1	5	1	3		8	1	2	1	79	31
United Republic of Tanzania	13	4							1				1				12	4
United States of America	378	187	1		13	5	14	5	25	6	10	3	35	9	18	13	375	196
Uruguay	10	1															10	1
Uzbekistan																		
Vanuatu																		
Venezuela	12	8	1				1								-1		12	8
Viet Nam	5	2													-1		4	2
Yemen	8	1			1	1	1	1	2		1	1	3	1			6	1
Yugoslavia	10	1			1	1	1	1	1		1	1	2	1	1		10	1
Zambia	7								1				1				6	
Zimbabwe	7	1													1	1	8	2
Subtotal	*2498*	*879*	*23*	*9*	*81*	*33*	*104*	*42*	*129*	*28*	*60*	*14*	*189*	*42*	*35*	*19*	*2448*	*898*
Other																		
Stateless	4																4	
Switzerland	12	3							1				1		-2		9	3
Subtotal	*16*	*3*							*1*				*1*		*-2*		*13*	*3*
Total	2514	882	23	9	81	33	104	42	130	28	60	14	190	42	33	19	2461	901

a/ Includes all resignations, retirements, expiry of fixed-term appointments and separations from service for any other cause.

b/ Shows gains and losses resulting from such changes as movements of staff:

1. Between posts subject to geographical distribution and posts with special language requirements;
2. Placed on special leave without pay or returned from such leave;
3. Detailed or assigned to technical assistance project or returned from such project;
4. Seconded to UNDP or other United Nations bodies or returned from such secondment;
5. Promoted from the General Service category to the Professional category;
6. After a change of nationality status.

Table 8

STAFF WITH SPECIAL LANGUAGE REQUIREMENTS BY NATIONALITY
AND LEVEL, SHOWING NUMBER OF FEMALE STAFF
(at 30 June 1997)

COUNTRY OF NATIONALITY	Total Staff 30/6/96	Total female 30/6/96	P-5		P-4		P-3		P-2		P-1		Total female 30/6/97	Total Staff 30/6/97
			M	F	M	F	M	F	M	F	M	F		
Algeria	6	0	1		2		3						0	6
Argentina	32	15	3	5	7	3	5	6	1				14	30
Australia	1	1				1							1	1
Austria	4	2	1			1		1					2	3
Belarus	6	0			3		3						0	6
Belgium	15	7	2		3	4	3	2		1			7	15
Benin	2	1			1								0	1
Brazil	1	1						1					1	1
Bulgaria	1	0	1										0	1
Cameroon	0	0							1				0	1
Canada	12	8			2	2	2	5		1			8	12
Chile	14	6	3	1	1	4	2	1	1	1			7	14
China	134	29	12	4	38	7	48	19	2				30	130
Colombia	7	6	1	2		1		3					6	7
Costa Rica	1	0											0	0
Côte d'Ivoire	1	0					1						0	1
Cuba	6	3				2	2	1					3	5
Ecuador	2	1			1	1							1	2
Egypt	72	18	9	4	28	6	9	6	1	2			18	65
France	125	85	9	15	18	35	10	29	2	5			84	123
Germany	2	2		1		1				1			3	3
Ghana	2	0			1		1						0	2
Guatemala	1	1				1							1	1
Guyana	3	2			1	1		1					2	3
India	1	1								1			1	1
Iran (Islamic Republic of)	0	0						1					1	1
Iraq	1	0			1								0	1
Ireland	3	2			1					1			1	2
Israel	2	0	1				1						0	2
Italy	1	0			1								0	1
Jamaica	2	2				1		1					2	2
Jordan	4	0	2						1				0	3
Kazakhstan	1	0	2										0	2
Kenya	1	0							1				0	1
Lebanon	11	5	1			2	4	2	1	1			5	11
Madagascar	1	1						1					1	1
Malaysia	1	0			1								0	1
Mali	1	0			1								0	1
Mauritius	1	1								1			1	1
Mexico	4	3	1			1		1					3	4
Morocco	3	0			1		2						0	3
Panama	1	0					1						0	1
Paraguay	2	2						1					1	1
Peru	5	3				1	2	2					3	5
Philippines	0	0											0	0
Russian Federation	143	5	16		52	2	70	1	1	1			4	143

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COUNTRY OF NATIONALITY	Total Staff 30/6/96	Total female 30/6/96	P-5		P-4		P-3		P-2		P-1		Total female 30/6/97	Total Staff 30/6/97
			M	F	M	F	M	F	M	F	M	F		
Senegal	6	0	1		1		4						0	6
Spain	34	11	3	2	14	2	5	6	3				10	35
Sudan	5	0	1		3		1		1				0	6
Sweden	1	1						1					1	1
Syrian Arab Republic	16	4	1		6	1	3	2		1			4	14
Trinidad and Tobago	2	1	1			1							1	2
Tunisia	15	2			7	1	6	1					2	15
Ukraine	6	0					7						0	7
United Kingdom of Great Britain and Northern Ireland	70	34	7	9	19	18	9	4	2				31	68
United States of America	89	52	5	6	18	16	12	19	3	8			49	87
Uruguay	6	3	1		1		1	3					3	6
Yemen	1	0					1						0	1
Subtotal	*890*	*321*	*85*	*50*	*233*	*116*	*218*	*121*	*21*	*25*			*312*	*869*
Palestine	2	0			2								0	2
Switzerland	9	6		1	1	2	1	1		1			5	7
Subtotal	*11*	*6*	*0*	*1*	*3*	*2*	*1*	*1*	*0*	*1*	*0*	*0*	*5*	*9*
Total	901	327	85	51	236	118	219	122	21	26	0	0	317	878

Table 9

A. Professional and higher-level staff specifically appointed for mission service, by nationality and level, showing number of female staff
(at 30 June 1997)

COUNTRY OF NATIONALITY	Number of staff as at 30/6/96		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Number of staff as at 30/6/97	
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	All	F
Afghanistan	2														1						1	
Albania	1																				1	
Algeria	2	1	1												1	1	1	1			6	2
Argentina	5	2					1		1				1								1	
Armenia	1												1		2		1				5	
Australia	9								1				1	2							3	2
Austria	2																				1	
Bangladesh	1								1													
Barbados	1												1	1	4	1			1		9	2
Belgium	8	1			1														1		1	
Benin													1								1	
Bolivia	1												1								1	
Bosnia and Herzegovina	1																					
Brazil	3	1					1				1					1	3				6	2
Bulgaria	1	1													1						1	
Burkina Faso	1												1								1	
Burundi	2												1			1					2	1
Cameroon	1												6		5	3	2	1			18	4
Canada	25	3							1				1				1				1	
Cape Verde																					1	
Central African Republic											1			1		2	1				5	3
Chile	3	1											1								1	
China	1													1	2		1				4	1
Colombia	3	1															1				1	
Costa Rica													3								3	
Côte d'Ivoire	2																					
Croatia	1															1					3	1
Czech Republic	4	1											2								1	
Democratic Republic of the Congo	1														1						1	1
Denmark	2	1														1						

COUNTRY OF NATIONALITY	Number of staff as at 30/6/96		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Number of staff as at 30/6/97	
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	All	F
Egypt	5												2		1						3	
El Salvador	2												2								2	
Ethiopia	6						1		1		1		3								6	
Fiji	2										1										1	
Finland	7	1											3				1	1			5	1
France	18	7							1		1		1	1	4	4		4			16	9
Germany	3	2													1	2	1	1		1	6	4
Ghana	5														4		1		1		6	
Greece	2												1				1				2	
Guinea	4	1											1		1						2	
Guinea-Bissau	3										1		1		1						3	
Guyana	1														1						1	
Honduras	1	1												1							1	1
Hungary	2														2						2	
Iceland	2																					
India	10		1								1		2		4		3	1			12	1
Iran (Islamic Republic of)	6	4									1		1			1					3	1
Iraq	1														1		1				2	
Ireland	7	1			1						1				4	1	2				9	1
Israel	1	1																				
Italy	9	2			1										1		1	2			5	2
Jamaica	1	1																				
Jordan	1														1						1	
Kenya	2										1		1		1						3	
Kyrgyzstan	1	1																				
Lebanon																1					1	1
Liberia	1														1						1	
Malaysia	3						1						1		1			1			4	1
Mali	3		1						1				1		2		1				6	
Mauritania																	1				1	
Mexico	1														1						1	

COUNTRY OF NATIONALITY	Number of staff as at 30/6/96		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Number of staff as at 30/6/97	
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	All	F
Mongolia													1								1	
Myanmar	2														2						2	
Nepal	2														1		1				2	
Netherlands	8												2		1		1	1			5	1
New Zealand	5	2													1						1	
Nicaragua	1	1														1					1	1
Niger	1	1														1					1	1
Nigeria	7	4			1						1				2	2		1			7	3
Norway	1												1								1	
Pakistan	4	1													1		1	1			3	1
Panama	1	1																				
Peru	5										1			1	2		1				5	1
Philippines	2	2														2	1				3	2
Poland	7				1						1		4		1						7	
Portugal																	1	1			2	1
Republic of Korea	2	1					1											1			2	1
Russian Federation	11								1		3		7		4						15	
Rwanda	1																					
Sao Tome and Principe	1														1						1	
Senegal	2								1				1				3				5	
Sierra Leone	3												2		3						5	
Slovenia	1														1						1	
Somalia	1														1						1	
South Africa	1														1						1	
Spain	4												2		2	1	2	1			8	2
Sri Lanka	3														1		1				2	
Sudan	2										1										1	
Sweden	11	1									1		2			1	2				6	1
Thailand	2	1																				
Togo	2								1				2				1				4	
Trinidad and Tobago	2	1																		1	1	1

COUNTRY OF NATIONALITY	Number of staff as at 30/6/96		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Number of staff as at 30/6/97	
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	All	F
Turkey	1										1				1						2	
Uganda	2								1						1						2	
Ukraine	2												1		1						2	
United Kingdom of Great Britain and Northern Ireland	30	5							1		1		6	2	7	3	2	1			23	6
United Republic of Tanzania	1												1								1	
United States of America	58	27	1								2	1	9	5	14	12	7	11		1	63	30
Uruguay	2												1		2						3	
Venezuela	1		1														1				2	
Yemen	1										1										1	
Yugoslavia	3												2		1		1				4	
Zimbabwe	5				1								3		2						6	
Subtotal	*395*	*83*	*5*		*6*		*5*		*12*		*22*	*2*	*88*	*15*	*103*	*43*	*50*	*30*	*3*	*3*	*387*	*93*
Others																						
Palestine	2														1						1	
Switzerland	5	1											2		1			1		1	5	2
Subtotal	*7*	*1*											*2*		*2*			*1*		*1*	*6*	*2*
Total	402	84	5		6		5		12		22	2	90	15	105	43	50	31	3	4	393	95

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B. Professional and higher-level staff specifically appointed for mission service, by region and level, showing number of female staff
(at 30 June 1997)

Region	Number of staff as at 30/6/96		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Number of staff as at 30/6/97	
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	All	F
Africa	67	7	2		2		1		5		5		24		24	4	8	1	2		78	5
Asia and the Pacific	48	7	1				2		2		2		6		13	2	8	4			40	6
Eastern Europe	36	3			1				1		4		18		10	1	1				36	1
Western Europe	114	21			3				2		4		20	6	24	14	14	12	1	1	101	33
Latin America	29	8	1				2		1		2	1	4	4	8	5	9	1			38	11
Middle East	13	5									3		1		4	2	1				11	2
North America and the Caribbean	88	32	1						1		2	1	15	5	20	15	9	12		2	83	35
Others	7	1											2		2			1		1	6	2
TOTAL	402	84	5		6		5		12		22	2	90	15	105	43	50	31	3	4	393	95

Table 10

WEIGHTED AND UNWEIGHTED DISTRIBUTION OF STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION AND ACTUAL STAFF POSITION IN POINTS
(at 30 June 1997)

Country of nationality	Assessment (Percentage)	Desirable Range	Mid-Point	No. of Staff	Weighted Range	Weighted Points	Staff Position
Afghanistan	0.01%	2-14	6.44	8	123-862	397	592
Albania	0.01%	2-14	6.07	1	123-862	374	56
Algeria	0.16%	4-14	8.87	12	246-862	547	1063
Andorra	0.01%	2-14	5.99		123-862	369	
Angola	0.01%	2-14	6.24	1	123-863	385	68
Antigua and Barbuda	0.01%	2-14	5.99	2	123-862	369	128
Argentina	0.48%	9-19	13.79	19	554-1170	850	1431
Armenia	0.05%	2-14	6.67	2	123-863	411	90
Australia	1.48%	23-33	28.25	32	1418-2035	1742	2365
Austria	0.87%	14-24	18.95	17	862-1479	1168	1187
Azerbaijan	0.11%	3-14	7.65		184-861	471	
Bahamas	0.02%	2-14	6.14	5	123-861	378	263
Bahrain	0.02%	2-14	6.15	1	123-862	379	45
Bangladesh	0.01%	4-14	8.83	11	246-862	544	840
Barbados	0.01%	2-14	5.99	4	123-862	369	302
Belarus	0.28%	5-15	10.25	12	307-923	631	798
Belgium	1.01%	16-26	21.08	21	986-1603	1300	1544
Belize	0.01%	2-14	5.99	1	123-862	369	45
Benin	0.01%	2-14	6.12	7	123-862	377	481
Bhutan	0.01%	2-14	6.03	4	123-862	371	237
Bolivia	0.01%	2-14	6.16	3	123-861	379	206
Bosnia and Herzegovina	0.01%	2-14	6.09		123-861	375	
Botswana	0.01%	2-14	6.02	2	123-862	371	90
Brazil	1.62%	29-39	33.61	32	1787-2404	2072	2097
Brunei Darussalam	0.02%	2-14	6.14		123-861	378	
Bulgaria	0.08%	2-14	7.23	9	123-861	445	555
Burkina Faso	0.01%	2-14	6.23	7	123-862	384	512
Burundi	0.01%	2-14	6.13	9	123-862	378	508
Cambodia	0.01%	2-14	6.22	2	123-862	383	124
Cameroon	0.01%	2-14	6.30	16	123-862	388	1087
Canada	3.11%	45-61	52.73	55	2774-3761	3251	3885
Cape Verde	0.01%	2-14	6.00	3	123-861	369	158
Central African Republic	0.01%	2-14	6.06	3	123-863	374	169
Chad	0.01%	2-14	6.14	3	123-862	378	207
Chile	0.08%	3-14	7.36	31	184-863	454	1902
China	0.74%	39-53	46.04	43	2405-3268	2839	3208
Colombia	0.10%	3-14	8.16	7	184-863	503	485
Comoros	0.01%	2-14	6.00	1	123-863	370	56
Congo	0.01%	2-14	6.05	4	123-861	372	263
Costa Rica	0.01%	2-14	6.06	3	123-861	373	195
Côte d'Ivoire	0.01%	2-14	6.32	11	123-862	389	691
Croatia	0.09%	2-14	7.28	4	123-863	449	214
Cuba	0.05%	2-14	6.85	9	123-863	422	495
Cyprus	0.03%	2-14	6.30	4	123-862	388	363
Czech Republic	0.25%	5-15	9.80	9	308-924	604	610
Democratic People's Republic of Korea	0.05%	2-14	7.15		123-861	440	
Democratic Republic of the Congo	0.01%	2-14	7.01	9	123-862	432	617

Country of nationality	Assessment (Percentage)	Desirable Range	Mid-Point	No. of Staff	Weighted Range	Weighted Points	Staff Position
Denmark	0.72%	12-21	16.66	14	739-1294	1027	978
Djibouti	0.01%	2-14	6.00	1	123-863	370	56
Dominica	0.01%	2-14	5.99	2	123-862	369	113
Dominican Republic	0.01%	2-14	6.17	6	123-861	380	400
Ecuador	0.02%	2-14	6.41	4	123-863	395	229
Egypt	0.08%	4-14	8.42	12	246-862	519	1051
El Salvador	0.01%	2-14	6.12	4	123-862	377	226
Equatorial Guinea	0.01%	2-14	6.00	2	123-861	369	101
Eritrea	0.01%	2-14	6.07	2	123-862	374	124
Estonia	0.04%	2-14	6.47	3	123-861	398	135
Ethiopia	0.01%	3-14	7.31	27	184-863	451	1497
Fiji	0.01%	2-14	6.01	2	123-862	370	188
Finland	0.62%	10-20	15.17	12	616-1232	935	786
France	6.42%	87-118	102.57	96	5364-7276	6325	6711
Gabon	0.01%	2-14	6.02	2	123-863	371	101
Gambia	0.01%	2-14	6.01	6	123-861	370	575
Georgia	0.11%	3-14	7.60	3	184-861	468	180
Germany	9.06%	121-164	142.35	131	7461-10113	8778	8839
Ghana	0.01%	2-14	6.40	10	123-862	394	813
Greece	0.38%	7-17	11.73	10	431-1047	723	652
Grenada	0.01%	2-14	5.99	3	123-862	369	146
Guatemala	0.02%	2-14	6.38	7	123-861	393	557
Guinea	0.01%	2-14	6.14	6	123-861	378	476
Guinea-Bissau	0.01%	2-14	6.01	1	123-861	370	45
Guyana	0.01%	2-14	6.01	15	123-862	370	1192
Haiti	0.01%	2-14	6.16	5	123-861	379	397
Honduras	0.01%	2-14	6.13	2	123-861	377	101
Hungary	0.14%	3-14	8.16	7	184-862	503	418
Iceland	0.03%	2-14	6.29	5	123-861	387	308
India	0.31%	28-38	32.64	44	1726-2342	2012	2837
Indonesia	0.14%	8-17	12.56	6	492-1047	774	439
Iran (Islamic Republic of)	0.45%	9-19	13.96	14	554-1171	861	990
Iraq	0.14%	4-14	8.40	9	246-861	517	659
Ireland	0.21%	4-14	9.04	12	246-862	557	935
Israel	0.27%	5-15	9.98	11	308-924	615	719
Italy	5.25%	72-98	85.18	64	4440-6043	5253	4274
Jamaica	0.01%	2-14	6.05	14	123-861	372	888
Japan	15.65%	205-277	241.26	104	12641-17082	14878	6122
Jordan	0.01%	2-14	6.11	18	123-861	376	1147
Kazakhstan	0.19%	4-14	9.07		246-862	559	
Kenya	0.01%	2-14	6.69	13	123-861	412	934
Kuwait	0.19%	4-14	8.70		246-862	536	
Kyrgyzstan	0.03%	2-14	6.39		123-862	394	
Lao People's Democratic Republic	0.01%	2-14	6.10		123-862	376	
Latvia	0.08%	2-14	7.09		123-863	437	
Lebanon	0.01%	2-14	6.06	17	123-862	373	1251
Lesotho	0.01%	2-14	6.03	6	123-863	372	376
Liberia	0.01%	2-14	6.05	9	123-862	373	636

Country of nationality	Assessment (Percentage)	Desirable Range	Mid-Point	No. of Staff	Weighted Range	Weighted Points	Staff Position
Libyan Arab Jamahiriya	0.20%	4-14	8.93	5	246-862	550	396
Liechtenstein	0.01%	2-14	5.99		123-862	369	
Lithuania	0.08%	2-14	7.12	3	123-861	438	135
Luxembourg	0.07%	2-14	6.89	3	123-861	424	168
Madagascar	0.01%	2-14	6.33	7	123-862	390	468
Malawi	0.01%	2-14	6.21	8	123-862	383	553
Malaysia	0.14%	4-14	8.39	8	246-862	517	603
Maldives	0.01%	2-14	5.99		123-862	369	
Mali	0.01%	2-14	6.24	9	123-861	384	598
Malta	0.01%	2-14	6.00	4	123-861	369	365
Marshall Islands	0.01%	2-14	5.99		123-862	369	
Mauritania	0.01%	2-14	6.04	4	123-862	372	251
Mauritius	0.01%	2-14	6.01	8	123-861	370	718
Mexico	0.79%	15-25	19.82	21	924-1541	1222	1363
Micronesia (Federated States of)	0.01%	2-14	5.99		123-862	369	
Monaco	0.01%	2-14	5.99		123-862	369	
Mongolia	0.01%	2-14	6.04	3	123-861	372	146
Morocco	0.03%	2-14	6.93	8	123-863	427	614
Mozambique	0.01%	2-14	6.39		123-861	393	
Myanmar	0.01%	2-14	7.09	5	123-863	437	369
Namibia	0.01%	2-14	6.02	2	123-862	371	90
Nepal	0.01%	2-14	6.50	8	123-863	401	589
Netherlands	1.59%	25-35	29.82	32	1541-2158	1839	2127
New Zealand	0.24%	5-14	9.49	9	308-863	585	673
Nicaragua	0.01%	2-14	6.09	7	123-861	375	425
Niger	0.01%	2-14	6.20	5	123-862	382	361
Nigeria	0.11%	5-15	10.09	17	308-924	622	1252
Norway	0.56%	9-19	14.26	6	554-1171	879	326
Oman	0.04%	2-14	6.48	2	123-861	399	200
Pakistan	0.06%	5-15	9.79	17	308-924	603	1304
Palau	0.01%	2-14	5.99		123-862	369	
Panama	0.01%	2-14	6.05	2	123-863	373	162
Papua New Guinea	0.01%	2-14	6.08	3	123-863	375	157
Paraguay	0.01%	2-14	6.10	3	123-862	376	207
Peru	0.06%	2-14	7.29	17	123-862	449	1260
Philippines	0.06%	4-14	8.35	68	246-861	514	4226
Poland	0.33%	7-16	11.67	13	431-985	719	852
Portugal	0.28%	5-15	10.23	7	308-924	631	399
Qatar	0.04%	2-14	6.45	1	123-862	397	56
Republic of Korea	0.82%	14-24	19.09	15	863-1479	1177	731
Republic of Moldova	0.08%	2-14	7.13		123-861	439	
Romania	0.15%	4-14	8.61	4	246-862	531	264
Russian Federation	4.27%	62-84	72.82	129	3823-5180	4491	8623
Rwanda	0.01%	2-14	6.17	5	123-861	380	270
Saint Kitts and Nevis	0.01%	2-14	5.99	6	123-862	369	281
Saint Lucia	0.01%	2-14	5.99	3	123-862	369	180
Saint Vincent and the Grenadines	0.01%	2-14	5.99	4	123-862	369	226
Samoa	0.01%	2-14	5.99	1	123-862	369	56

Country of nationality	Assessment (Percentage)	Desirable Range	Mid-Point	No. of Staff	Weighted Range	Weighted Points	Staff Position
San Marino	0.01%	2-14	5.99		123-862	369	
Sao Tome and Principe	0.01%	2-14	5.99		123-862	369	
Saudi Arabia	0.71%	12-22	16.80	8	739-1356	1036	527
Senegal	0.01%	2-14	6.18	14	123-862	381	1021
Seychelles	0.01%	2-14	5.99	2	123-862	369	124
Sierra Leone	0.01%	2-14	6.09	10	123-861	375	750
Singapore	0.14%	3-14	7.99	9	184-862	492	670
Slovakia	0.08%	2-14	7.16	5	123-862	441	270
Slovenia	0.07%	2-14	6.92	1	123-863	427	83
Solomon Islands	0.01%	2-14	6.00		123-861	369	
Somalia	0.01%	2-14	6.21	8	123-861	382	591
South Africa	0.32%	7-16	11.57	5	431-986	713	292
Spain	2.38%	36-48	42.13	38	2219-2959	2597	2247
Sri Lanka	0.01%	2-14	6.42	7	123-861	395	470
Sudan	0.01%	2-14	6.69	10	123-862	412	715
Suriname	0.01%	2-14	6.00	1	123-861	369	56
Swaziland	0.01%	2-14	6.01	1	123-862	370	56
Sweden	1.23%	20-29	24.32	21	1232-1787	1499	1636
Syrian Arab Republic	0.05%	2-14	6.91	9	123-862	426	557
Tajikistan	0.02%	2-14	6.28		123-862	387	
Thailand	0.13%	4-14	9.20	28	246-862	567	1606
The Former Yugoslav Republic of Macedonia	0.01%	2-14	6.04	1	123-862	372	45
Togo	0.01%	2-14	6.08	5	123-863	375	343
Trinidad and Tobago	0.03%	2-14	6.31	19	123-862	389	1164
Tunisia	0.03%	2-14	6.50	14	123-862	400	1132
Turkey	0.38%	8-18	12.96	11	493-1109	799	890
Turkmenistan	0.03%	2-14	6.38		123-862	393	
Uganda	0.01%	2-14	6.48	13	123-861	399	971
Ukraine	1.09%	18-28	23.26	23	1109-1726	1435	1515
United Arab Emirates	0.19%	4-14	8.70	1	246-862	536	68
United Kingdom of Great Britain and Northern Ireland	5.32%	73-99	86.24	79	4501-6104	5318	5642
United Republic of Tanzania	0.01%	2-14	6.68	12	123-863	412	927
United States of America	25.00%	326-441	383.39	375	20104-27195	23643	26389
Uruguay	0.04%	2-14	6.51	10	123-862	401	777
Uzbekistan	0.13%	4-14	8.31		246-862	512	
Vanuatu	0.01%	2-14	5.99		123-862	369	
Venezuela	0.33%	6-16	11.25	12	369-986	694	764
Viet Nam	0.01%	3-14	7.74	4	184-862	477	225
Yemen	0.01%	2-14	6.29	6	123-863	388	475
Yugoslavia	0.10%	3-14	7.58	10	184-862	467	643
Zambia	0.01%	2-14	6.21	6	123-861	382	440
Zimbabwe	0.01%	2-14	6.26	8	123-861	385	561
TOTAL	100%		2700	2448		166,434	166,520